

Joint Report
of the
Executive Council and Officers
to the
Fifty-Sixth Annual Convention
of the
MASSACHUSETTS
STATE FEDERATION OF LABOR



BOSTON, MASSACHUSETTS

AUGUST 4, 1941

JOINT REPORT

of

EXECUTIVE COUNCIL AND OFFICERS


The following report outlines the activities of the State Federation of Labor since the 55th annual convention. It also includes the reports of your President, Vice-Presidents and Secretary-Treasurer-Legislative Agent. In addition it sets forth much general information together with recommendations to be considered by delegates to the 56th annual convention.

Once again an interesting resumé of a successful year will be found in this Joint Report. Since the last convention President Nicholas P. Morrissey called the Executive Council into session on numerous occasions, dependent upon the business to be transacted and decisions required in connection with the affairs of the State Federation of Labor with respect to finance, affiliations, legislative recommendations and other activities.

Now the nation has entered into a state of complete emergency, and delegates will be required to give careful consideration in shaping the policies of co-operation to make sure that in defending democracy against totalitarianism Labor does not lose its democratic rights. Consequently the 56th annual convention will be just as vital in determining the destiny of democracy as the deliberations of last year's delegates.

The Legislature convened in its first biennial session in January, 1941, and since there was no session in 1940 the legislative load was more than doubled. The stress of the national emergency was also reflected in additional legislative activity. Numerous petitions embracing the needs of wage earners were filed with the General Court. A detailed report on these petitions will be found in another portion of this Joint Report.

Delegates are respectfully urged to carefully peruse this report which offers an insight into the activities, the status and needs of unions affiliated with the Massachusetts State Federation of Labor. Such consideration of this document should also better prepare those in attendance to take action which will guide the destiny of the State Federation of Labor in the future.



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President's Report

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

I have the honor to submit my third report as President of the Massachusetts State Federation of Labor. It is rendered to the delegates to the 56th convention at a time when we face an almost world revolution. Our country is now in a state of unlimited emergency and every good citizen is hard at work doing his share toward our vast defense program which was launched last year.

In Massachusetts we are doing our part. The State Federation of Labor has been called upon by numerous federal and state agencies to share responsibility and to serve on numerous agencies that have been created in connection with national defense. It is our determination to increase our helpfulness to those who desire the co-operation of Labor. In this connection, I am at present serving as a member of the Advisory Committee for National Defense Training as Labor's representative. This committee serves in an advisory capacity in the city of Boston. Similar advisory committees have been appointed and organized in most cities throughout the commonwealth. But, unfortunately, the Department of Education, contrary to rules and regulations set forth by the United States Department of Education, has disregarded the need of qualified labor representatives on such local boards. Perusal of the list of alleged labor representatives clearly shows that there is no desire to obtain the co-operation of Labor, generally speaking, in connection with vocational training within the Department of Education.

During the course of the year the State Federation of Labor has been exceedingly active in organization work. At New Bedford, approximately 10,000 textile workers, whose status was that of an independent union, have become affiliated with the United Textile Workers of America. This conversion was due primarily to the efforts of S. P. Jason, President of the New Bedford Central Labor Union, whose activities encouraged the transition of this group. In accomplishing this outstanding feat, officers of the State Federation of Labor and Director of Organization Frank P. Fenton, while Organizer John J. Murphy was assigned to the organization campaign of Ford employees, the result of which is now history, attended several conferences at New Bedford which resulted in the textile workers becoming members of the American Federation of Labor.

In numerous other instances officers of the State Federation of Labor have assisted central labor bodies in local organization campaigns, including Haverhill, Fall River, New Bedford, Malden and Brockton.

During the political campaign of last fall the officers and affiliated unions of the Massachusetts State Federation of Labor were extremely active in the campaign to re-elect President Franklin Delano Roosevelt. The state-wide Non-Partisan Political Committee was created, representative of every central labor body, and through these local agencies our vigorous campaign was conducted, which included the distribution of approximately a quarter of a million pieces of literature, numerous radio broadcasts, rallies, etc. In con-

nection with this undertaking we were given the complete co-operation of President Daniel J. Tobin of the International Brotherhood of Teamsters, Warehousemen and Helpers, who served as Director of the Labor Division of the Democratic National Committee. His assistance aided our work considerably.

In addition to this campaign the Federation's committee actively opposed the re-election of Governor Leverett Saltonstall, in accordance with action taken at a previous convention. I am satisfied that trade unionists, with very few exceptions, realized the importance of both of these campaigns and accordingly did their bit to carry Massachusetts for President Roosevelt and to narrow the margin between Governor Leverett Saltonstall and his opponent, Attorney-General Paul A. Dever. Had it not been for the defection within the Democratic Party itself, Labor's long drive to retire Leverett Saltonstall to private life would have been crowned with success. In this campaign, although it had no bearing on the outcome, it was disheartening to note that a few trade unionists saw fit to disregard their own convention's action in which they participated, and contradict their own vote by endeavoring to handle the Republican State Committee's expensive campaign to deceive working people. The Republican State Committee was able to get Walter W. Cenerazzo to serve as chairman of this expensive campaign. The day will come when political parties will realize that performance and action in the interest of working people will do far more to elect their chosen candidates than a scheme of creating an expensive campaign with a sprinkle of union cardholders peddling misleading literature.

At the May 2nd meeting of the Executive Council, the resignation of David A. Goggin of Springfield was reluctantly and regretfully accepted. Vice-President Goggin had been appointed as a Field Representative of the Apprentice Training Committee of the United States Department of Labor and therefore felt obliged to sever his official connection with the Massachusetts State Federation of Labor. To fill the vacancy the Executive Council elected Benjamin G. Hull of Westfield, who had previously served this organization as a Vice-President.

The Federation's Regional Conferences, as usual, were conducted successfully and attracted numerous trade unionists in the various districts where they were held. Secretary-Treasurer Taylor and I attended each of these conferences and endeavored to outline the activities of the Federation. This year's conferences permitted a lengthy outline of legislation pending on Beacon Hill, as the General Court was in session, even though it now meets but once in two years. Bernard Wiesman, Labor Information Field Representative of the Social Security Board, as usual, was in attendance at these conferences and outlined the changes made in the Social Security Act, which always proves to be of benefit and interest to those in attendance.

This year's legislative program was far more elaborate and extensive than in past years, mainly because our opportunity to file petitions for new laws or amendments to existing laws is limited to every second year. One of the outstanding accomplishments, however, was to prevent the enactment of several anti-strike and compulsory mediation proposals and another to repeal the craft unit amendment to the State Labor Relations Act. Some of the important bills sponsored by the Federation have not been acted upon by the Legislature at this writing. These include the Wages and Hours Law and the numerous proposed amendments to the Unemployment Compensation

law. In this connection I desire to use a small amount of space to report that affiliated unions did not support the Federation's legislative program as well as they might have. Considering the tremendous number of communications sent by the Secretary-Treasurer seeking attendance at hearings and other support, the help was considered negligible. Officers and members of affiliated unions must bear in mind that our respective Senators and Representatives are impressed by the amount of mail they receive and the interest displayed by their constituents in the legislation they are required to vote on.

During the course of the year the position of Regional Director for the Fair Labor Standards Act became vacant when Thomas H. Eliot was elected to Congress. This position might well have been filled by Secretary-Treasurer Taylor had he accepted the appointment within that division as supervising inspector last year, a position, it will be recalled, which he rejected to remain as Secretary-Treasurer. Because the person who is to be appointed to that position must have a civil service status, the number of trade unionists available is limited. The Executive Council, therefore, sponsored the candidacy of Harry A. Russell, former business agent of the Stationary Engineers Union No. 849 of Boston, and now Senior Field Representative of the Apprentice Training Committee of the United States Department of Labor. No permanent appointment has been made, although Robert Dolan of Greenfield is serving as Acting Regional Director. It is hoped that in the near future the appointing powers at Washington will see fit to offer this position to Mr. Russell, whose qualifications and capabilities for such a position are perfect.

The total number of affiliations now amounts to 624. During the course of the year 36 new unions became affiliated. Our finances continue to be adequate, but a sound of warning must be made in this respect. During the course of the year additional and expensive undertakings were launched without any additional revenue from affiliated unions. The appropriation to finance the Federation's campaign to re-elect President Roosevelt and the expense involved in our endeavor to enact a State Fund for Workmen's Compensation are two outstanding items of expense that could hardly be repeated on the basis of the per capita tax paid by affiliated unions. It would seem to me that we must give serious consideration to financing major undertakings in the future that may require substantial appropriations.

Affiliated unions can best testify to the increased service rendered by the State Federation of Labor. I can only say that I am completely satisfied with the program of expansion undertaken in recent years which I hope will ultimately permit the State Federation of Labor to render even more service and assistance to our affiliated organizations. An additional stenographer was engaged during the course of the year and our office equipment was added to and replaced.

The Executive Council made a study of Mayor Maurice J. Tobin's proposal for a so-called "overhead highway" through Boston and concluded that such a proposition warranted the support of the Federation. Accordingly, our support was given to the Mayor's proposal which would create an overhead highway similar to the one in New York City and would serve to eliminate the congested traffic situation in Boston which causes people travelling to or through that metropolis to lose a considerable amount of time.

The second Institute of Labor was held at the Massachusetts State College at Amherst over the week-end of June 13 to 15, where more than 100

representatives of unions came for a most pleasant schedule of lectures and much needed relaxation. The two institutes held thus far under the auspices of the Federation prove that such an undertaking is worthwhile and undoubtedly will become a part of the Federation's future activities.

An attempt was made in recent months by the Boston Edison Company to "purchase" the power plants of the Boston Elevated Railway Company. The officers and the Committee on Public Utilities of the Federation became actively interested in this "deal" and feel that if it had not been for their interest and objection the heart of the Boston Elevated System would have been transferred to the Boston Edison Company, whose "willingness" to take over the power plants caused Labor to be suspicious. We realize that during the course of the national defense program an increased amount of power will be required and in our judgment it is possible that the Edison Company would find their operations more profitable if they owned and operated the power plants of the Boston Elevated system that can provide a surplus of power, which, incidentally, could be sold at a profit. This being so, there is no reason why the Boston Elevated Railway cannot sell their surplus to the Boston Edison Company or any other company that may desire to purchase power thus making a profit that could be applied to the deficit which the Boston Elevated Railway faces each year.

Several weeks ago it was learned that the United States Navy Department planned to take over Commonwealth Pier for naval use. Such a transaction would cause hundreds of workers to lose their employment. Therefore, I made contact with the naval and civilian authorities involved which resulted in a conference of those interested. The conference resulted in only part of the pier being transferred for naval use at present, although complete naval use in the future may be inevitable due to the emergency.

As I previously said, the 56th convention convenes at a time when Labor must give consideration to the numerous and broader problems than those that exist within a single union. Labor representatives who will attend this convention should realize that collectively the unions of Massachusetts will express the future policy of the Federation in this state. Therefore, serious attention should be given to every proposition before the convention for action.

In conclusion I pause to express my genuine appreciation to Commissioner James T. Moriarty of the Department of Labor and Industries for his continued assistance and interest in the welfare of trade unionists of Massachusetts. To the affiliated unions I express my thanks for their co-operation during the year and congratulate them for making it possible to have such an aggressive State Federation of Labor. It has been a continued pleasure to work with our Secretary-Treasurer, and my third year as President has found a very co-operative Executive Council. To Miss Agnes T. Kane I express my appreciation and thanks for the many ways by which she has assisted me, and to other members of the office staff I express my thanks.

Respectfully submitted,

Nicholas P. Morrissey

President.

Vice-Presidents' Reports

DISTRICT I.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

As one of your Vice-Presidents from the First District, I respectfully submit my report for the year 1940-41 for your consideration:

I have attended meetings of the Executive Council and have taken part in the many important discussions of that body pertaining to legislation for workers of Massachusetts. In this regard, I have called upon members of the Senate and House of Representatives to ask for their co-operation on bills submitted by the Massachusetts State Federation of Labor.

I am pleased to report that the Regional Conference held in Boston was a huge success, and was very well attended by delegates from the First District.

John J. Murphy, New England Regional Director of the American Federation of Labor, has called upon me at various times during the past year for assistance in organizing new groups of workers. I extended my help to him, and am glad to report that these workers have become organized under the banner of the American Federation of Labor.

I wish to express my sincere appreciation to the delegates, officers and members of local unions for their co-operation and assistance to me as one of your Vice-Presidents for the past year.

Respectfully submitted,

JOHN J. BUCKLEY,
Vice-President, District 1.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

As a Vice-President of the First District, I hereby submit my report to you for the past year.

I have attended all but one meeting of the Executive Council, and have attempted to help solve the many problems that we were confronted with. I have co-operated to the best of my ability with Secretary-Treasurer Kenneth I. Taylor in the assignments he has given me. I have also put in considerable time working with the American Federation of Labor, organizing department, at 11 Beacon Street, in organizing plants.

I have complied with all requests from local unions and their members, giving both time and service to obtain for them the conditions they sought and in most cases attained.

Whenever possible I attended legislative hearings in the State House on various bills sponsored by the Massachusetts State Federation of Labor at its previous convention. Letters have been sent throughout the year to the Senators and Congressmen, advising them of the position of the Federation on legislative matters.

I have attended union meetings and urged the locals to affiliate with the Massachusetts State Federation of Labor by pointing out the many advantages attained by belonging to such a fine organization.

Many evenings have been spent in attending meetings of the different locals and numerous letters have been sent stressing the importance of purchasing union-made merchandise and patronizing union establishments.

I appreciate the co-operation and assistance of the members of organized labor who have always been ready and willing to assist me in my work as Secretary-Treasurer-Business Representative of the Boston Central Labor Union, and one of the Vice-Presidents of the Massachusetts State Federation of Labor, for the benefit of the membership of the American Federation of Labor in the State of Massachusetts.

Respectfully submitted,

HARRY P. GRAGES,
Vice-President, District 1.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

With the increasing responsibilities of officials of our unions, due to increasing membership, signing of new employers, filling of jobs made vacant by transition to defense jobs and military service and defending jurisdiction from attacks by dual organizations, meager attention has been given to appeals from our Legislative Agent for assistance in recording our membership upon legislative matters.

Poor attendance of officials at legislative hearings upon important bills diminishes the prospects of success and indicates a lack of solidarity in our legislative program. Permit me to use this opportunity to appeal to our officials in Boston and vicinity to respond in greater numbers at these hearings and record their membership. Legislation is increasingly affecting not only our industrial life, but also our economic and social life, and constant attendance is required.

I mentioned above "increasing membership and increasing responsibilities"—we must not be content only with increased membership without creating militant and active trade unionists in the ranks of these new members. "Agitation, education, organization" was the early advice of the pioneers of our movement. They recognized the value of education to enlarge the influence of our movement in every field of activity.

We should not be content only with millions of common "card carriers" in our unions. Organizations dual to the American Federation of Labor have established extensive educational and publicity departments. We must do likewise. International monthly journals and the labor press need additional

stimulus and extension. Every large central labor group should have its local organ of publicity. Our state federations might consider the advisability of creating a journal of current news and information to our many officers and members.

No report of Labor's activity in Massachusetts can be complete without reference to our good fortune in having as head of our Department of Labor and Industries, Commissioner James T. Moriarty. His fairness and well-balanced judgment is recognized by both labor and management, which has contributed materially to industrial peace and progress in our state.

My return to the Executive Council after many years' absence has given me a greater opportunity to see the splendid advancement and growth of our State Federation in affiliations and finances. The State Federation is surely becoming a great business institution, and I have enjoyed serving on the Board of Directors with such active and sincere associates and office staff.

Respectfully submitted,

JOHN J. KEARNEY,
Vice-President, District 1.

DISTRICT II.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

As one of your Vice-Presidents of the Second District, I respectfully submit this report of my activities during the course of the past year. I have complied with all requests from local unions for assistance and advice in connection with organization activities and negotiations with employers.

I was in attendance at all meetings of the Executive Council, endeavoring to the best of my ability to solve the problems confronting Massachusetts trade unionists. I am completely satisfied that its every action was in the best interest of the hundreds of affiliated unions and their members.

Two Regional Conferences were conducted in the Second District during the winter months, one at Fall River and the other at Brockton. Both were most successful. I heartily approve the continuation of such conferences as I have a strong conviction that they are instrumental in bringing to the individual trade unionist a better understanding of the actual problems that confront the labor movement in Massachusetts.

In conclusion I wish to thank the trade unionists of the Second District for their splendid and unselfish co-operation. It has been a pleasure to have served with such an excellent group of men as we have on the Executive Council. Whether I am returned or not to this honorable office, I want each trade unionist of my district to feel free to call on me for assistance at any time.

Respectfully submitted,

HORACE CARON,
Vice-President, District 2.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

At the last annual convention I was elected one of the Vice-Presidents to represent the Second District, an honor which I shall long remember and a responsibility of which I have been fully cognizant during the past twelve months. I am deeply grateful to the men and women who have honored me in this manner and I sincerely appreciate having had this opportunity of serving the trade unionists of Massachusetts during the past year.

Fortunately, I have been able to attend all meetings of the Executive Council and have earnestly endeavored to assist in implementing the program and policies adopted by the delegates to the 55th convention. My actions and votes, as a member of the Council, were influenced solely by my determination to have Executive Council decisions react beneficially to our membership and other wage earners in the Commonwealth.

This year has been one of the busiest and most strenuous on Beacon Hill. During the present session of the Great and General Court I have responded to every request and was present at many of the legislative hearings when legislation concerning the interests of our membership was being considered.

My efforts were also directed toward contacting the Senators and Representatives from the Second District, advising them in regard to the measures in which Labor was vitally interested, and requesting that they support the Federation's legislative program. I have also contacted the Senators and Representatives at our national Capitol, seeking favorable action on the American Federation of Labor legislative program.

I have complied with all assignments given me by President Nicholas P. Morrissey and Secretary-Treasurer Kenneth I. Taylor to the best of my ability. I sincerely trust that those concerned have found my efforts adequate and acceptable. During the political campaign last fall, I actively participated by advocating the election of Labor's friends and the defeat of those who oppose us.

Throughout the year I have assisted many local unions in the solution of their various problems. It has been a pleasure to work with Vice-President Horace Caron, and with his co-operation to care for the interests of the Federation in the Second District.

I complete my first term as a Vice-President with a deep feeling of satisfaction and gratification. Much has been accomplished during the year which will reflect and will continue to redound in benefits to the members of our affiliated organizations and the unorganized workers of the Commonwealth.

I desire to express my genuine gratification and sincere appreciation for the unselfish co-operation and assistance extended to me in the performance of my duties by the officers and members of the central bodies and local unions in the Second District, and by my colleagues of the Executive Council, with whom it has been a privilege to associate during the past year. I am equally grateful for the splendid assistance and co-operation extended to me by our esteemed President, Nicholas P. Morrissey, our competent Secretary-Treasurer, Kenneth I. Taylor, and his alert and efficient assistant, Miss Agnes T. Kane.

The 56th convention assembles at a time when the world is involved in chaotic turmoil and cataclysmic destruction. We should be thankful that we meet today in a country where democratic government and a Bill of Rights make possible a free assembly of this nature. Regardless of what our biases and petty differences may be, we cannot help feeling deepest fraternal sympathy for the millions of European trade unionists who have become the innocent victims of a war for which they were in no way responsible.

While our membership has grown and we have enjoyed peace and progress, reports from abroad tell how long-established labor movements in other countries have been ruthlessly destroyed to make way for another and less desirable order of society.

No country and no labor movement can anticipate the future with a feeling of security or confidence in established rights or guarantees, but we must all be on guard to defend our freedom and liberties, and must realize the gravity of our responsibilities.

No man can say with assurance what the immediate or distant future has in store for us. August, 1941, is a month of chaos and uncertainty. Whatever the future may be let us continue to battle courageously for the right to organize, to work reasonable hours under sanitary conditions, at a living wage, with adequate social protection under a democratic government, and for the preservation and extension of the democratic way of life.

Upon the foundation of our accomplishments during the past years, let us build a greater and infinitely stronger state federation. May the 56th convention serve as a united committee of the whole to carry forward the banner of the Massachusetts State Federation of Labor during the coming year.

Respectfully submitted,

JOHN D. CONNORS,
Vice-President, District 2.

DISTRICT III.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

As one of your Vice-Presidents of the Third District, I herewith submit my report for the past year.

I have attended every meeting of the Executive Council, as well as many hearings held at the State House in Boston to give support to our Secretary-Treasurer-Legislative Agent. I have co-operated with my colleague, Brother Tim O'Neil of Lawrence, in every matter where we felt we could help or advise Labor in this district. In general I have kept in close contact with Federation officials and Federation activities, and have endeavored to carry out their policies in the interests of the labor movement.

I think it is advisable for me to comment upon the load of work and heavy responsibility we are placing upon our Secretary-Treasurer and Legislative Agent in the task he has assumed, namely, to have laws passed or even favorably considered by a distinctly hostile Legislature. Labor must sup-

port his efforts better in the future than it has in the past. Failure to do so means that Labor will suffer.

I believe that the lack of interest in legislative activities that is so noticeable, and even discouraging at times, is due in great part to the fact that the Federation has "gone out on the end of the limb" too often for self-seeking politicians, whose first act has been to forget Labor and the labor activity that was instrumental in electing them. We have too often supported parties and party labels, and I believe that we would gain more for Labor if we just remembered our friends and punished our enemies, and stayed out of politics. In that way Labor would always be able to act for the best interests of Labor, regardless of party or party politics.

At this time I want to express my deep and sincere appreciation to President Morrissey and officers and members of Local 25 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of Boston; and the same sincere thanks and appreciation to Agent Tim O'Neil, and the officers and members of Local 477, Lawrence, to Agent John Gillis and the officers and members of Local 437 of Haverhill, all of the same organization, for the valuable help they so freely and generously gave to the Boot and Shoe Workers' Union of Haverhill in our recent trouble with a "gypsy" shoe manufacturer. This manufacturer thought he could move to another city, locking out 500 employees and avoid his obligation to the union that had done business with him for five years. When I called the attention of the agents of the Truckmen's Union to the situation, they notified the owners that, under no consideration, would they move this firm. They in turn notified the manufacturer and he was compelled to take his so-called difficulties to the Massachusetts State Board of Conciliation and Arbitration who handed down a fair decision, and we were able to keep this firm in Haverhill. We are certainly grateful for the support which was so generously given.

This spirit of co-operation and unity which we have received from them is the same kind of co-operation and unity that should be shown in all Labor activities. I mention this case specifically, because it is the first time in the history of the shoe business that any manufacturer has been compelled to do business with an organization after he made his plans to move, and will go a long way towards correcting one of the worst evils that we have been forced to contend with.

To the members of the Executive Council and office staff of the Federation of Labor, I am grateful for their co-operation and courteous and helpful suggestions. I extend my best wishes for continued success and the assurance that the Federation, its local unions and every officer and member will always find me co-operative in every effort to advance the interests of Labor.

Respectfully submitted,

MICHAEL F. LYNCH,
Vice-President, District 3.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

In concluding my third year as Vice-President of the Third District, I have the pleasure of presenting the following facts:

During the past year the membership increased within the district, and several new charters were issued, and I assisted these crafts in many ways. Charters were issued to the Watts Regulating Company, the Soap Makers, and the wool shop of a large mill. Many crafts improved their working conditions, and in some cases higher wages were secured for the workers. In the trucking industry several new contracts were signed with higher wages, shorter hours, and in many cases vacations with pay were given to the men. All this was accomplished without any labor trouble.

I attended most of the meetings of the Executive Council, and was present several times at the State House regarding bills affecting Organized Labor.

The annual Regional Conference was held in Lawrence this past year, and was well attended by delegates from all over the district, to hear Secretary-Treasurer Kenneth I. Taylor give a very good explanation of the different bills that would come up this coming year, and how important these were to the laboring men and women of this state.

Being the five-year man on the Housing Board in this city, I have been very active and have seen that union labor is used in all crafts and appealed to all crafts in this work.

I wish to express my appreciation of the efforts and co-operation of the various unions in the district, President Nicholas P. Morrissey, Secretary-Treasurer Kenneth I. Taylor, Miss Agnes T. Kane, and the Executive Council of the Massachusetts State Federation of Labor during the coming year.

Respectfully submitted,

TIMOTHY H. O'NEIL,

Vice-President, District 3.

DISTRICT IV.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

I herewith submit a report of my activities as one of the Vice-Presidents for the Fourth District for the current year. It has been my pleasure to participate in the deliberations during Council meetings which resulted in molding the policies of the Federation since the last convention.

The activities during the year have been exceedingly important and far more numerous. Probably the outstanding undertaking was the initiative petition for a State Fund for Workmen's Compensation in connection with which 20,000 signatures were required. In Worcester and vicinity thousands of signatures were secured and certified which was a substantial contribution to the 24,190 signatures filed with the Secretary of State. At this writing signatures are being procured in the Fourth District to make up the required

5000 that will place the question of a State Fund for Workmen's Compensation on the ballot.

Regional Conferences were held during the winter months at Worcester and Fitchburg and as usual were very successful and very enlightening to those in attendance.

I had occasion to contact numerous unions and encourage them to become affiliated with the Massachusetts State Federation of Labor. Although not altogether successful, the next year may provide an opportunity for a follow-up visit. Much time was devoted to organization activities and to giving advice to unions throughout my district.

In concluding this report I desire to express my deep appreciation to President Morrissey and Secretary-Treasurer Taylor for their constant co-operation and assistance and I also wish to say that it has been a continuous pleasure to serve with my colleagues on the Executive Council. To Miss Agnes T. Kane I am very grateful for her innumerable courtesies during the course of the year.

Respectfully submitted,

CHESTER G. FITZPATRICK,
Vice-President, District 4.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

As one of your Vice-Presidents from District 4, I respectfully submit this summary of my activities for the year 1940-1941. Fortunately I have been able to attend all the meetings of the Executive Council with the exception of one, and have taken part in the deliberations and discussions in the many problems that have come before us.

As chairman of the Non-Partisan Political Committee of the Worcester Central Labor Union, I have worked with this committee to bring about the election of our friends and the defeat of our enemies. Through the co-operation and assistance of the State Federation of Labor Non-Partisan Political Committee we were able to establish a political headquarters in the city of Worcester, in which a great amount of literature was distributed. To the members of this committee and the officers of the Worcester Central Labor Union I wish to extend my sincere thanks for the co-operation they have given me in the last political campaign.

During the year I have endeavored to co-operate with President Morrissey and Secretary-Treasurer Taylor by contacting the members of the General Court in my district to obtain their support of the many bills that were of interest to Labor, and also co-operated and assisted the officers of the local unions whenever called upon. Two regional conferences were held, one in Worcester and one in Fitchburg, at which Secretary-Treasurer Kenneth I. Taylor outlined the many bills of Labor that were before the General Court. I am sure it enlightened those in attendance.

I have deeply appreciated the honor of representing my district and sincerely express my thanks to the delegates of the 55th convention for select-

ing me as one of their Vice-Presidents. To President Morrissey, Secretary-Treasurer Taylor, Miss Agnes T. Kane, Miss Esther Cahill, and to the members of the Executive Council, I am grateful for their co-operation.

Respectfully submitted,

JOHN M. SHEA,
Vice-President, District 4.

DISTRICT V.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

As Vice-President in the Fifth District, I submit this report on my activities in this section.

I attended all the meetings of the Executive Council during the past year. I also attended many of the hearings before the Legislature on important labor legislation and, frequently, contacted the various Representatives and Senators from this district to urge their support of our legislation.

The annual Regional Conference in Springfield was held in March of this year and there was a large attendance. Legislative Agent Kenneth I. Taylor addressed the conference on our legislative program in which great interest was shown and it proved to be a very interesting and instructive session.

I have also filled several speaking assignments, important among which was a discussion exploring wages and profits as they relate to the aftermath of national defense.

We were very active in this district in obtaining signatures for the initiative petition for a State Fund for Workmen's Compensation. At this writing, we are proceeding to obtain the additional 5000 signatures needed to place the matter of a State Fund on the ballot in 1942.

At this time I wish to express my appreciation of the efforts and co-operation of the various unions in this district, the Springfield Central Labor Union, the Executive Council and office staff of the Massachusetts State Federation of Labor.

Respectfully submitted,

CHARLES E. CAFFREY,
Vice-President, District 5.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

As Vice-President of the Fifth District I respectfully submit this report of my activities during my curtailed tenure of office.

I assisted in the organizing of the new unions organized since the fall of 1940, and up to the time of my resignation in March, 1941, as Vice-President. I have served the affiliated unions and made every effort to influence local

unions to take advantage of the opportunity to become affiliated with the best Federation of Labor in these United States.

Vice-President Caffrey and I, upon the request of Legislative Agent Kenneth I. Taylor, assisted in obtaining the necessary signatures for the state fund petition. This venture was a worthy one, and no time was lost in our district in obtaining the required number of signatures. I also assisted Vice-President Caffrey in the plans for the annual regional conference held in the city of Springfield.

In February I received an appointment as field representative in the Apprenticeship Division of the United States Department of Labor. Because of certain federal regulations, I found it necessary to resign as Vice-President. I regret that I was compelled to take this step in my first term as Vice-President.

My associations officially were of short duration, but I want to take this opportunity to express my sincere appreciation to the delegates who elected me, and to President Nicholas P. Morrissey, Secretary-Treasurer Kenneth I. Taylor, and the members of the Executive Council for the courtesies and co-operation extended to me during my term of office. I also want to thank the entire office staff for the co-operative spirit shown me in my many calls at the office.

In closing this report permit me to say that I know very definitely that all I have has been received through my union affiliations, and I hope in some small measure that my efforts have been helpful to the rank and file of organized labor in Massachusetts.

I desire to assure the labor movement that its interests are my interests, and that I will do all in my power to carry on the true traditions of the labor movement.

Respectfully submitted,

DAVID A. GOGGIN,
Vice-President, District 5.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

I herewith present a brief report of my activities in the past year. As I have recently been appointed by the Executive Council, I haven't had much opportunity to serve that office. First, I want to thank the Executive Council for their confidence in me, and I deeply appreciate the re-appointment, and will try to render faithful service.

Since my retirement from office last August, however, I have been more or less active. I served on the recess commission to study the wage and hour bill, and attended every meeting but one. I found that if we were to have a wage and hour law it became necessary for me to render a minority report. The bill now presented by the majority, in my opinion, is not a wage and hour law, because there is not a minimum wage established, nor maximum hours provided. These two items alone make the bill worthless without their inclusion.

I attended hearings on the subject, and voiced my opinion. I also attended several hearings on the teachers' college issue, and spoke at each hearing, voicing my objections to closing the colleges, and we have won a victory, which I believe is an achievement worth our efforts.

I have assisted in organizing two new locals in Westfield, one of which has a signed agreement equivalent to a closed shop. The other local is now negotiating an agreement. Both locals represent about 300 employees. I have succeeded in securing two affiliations for the State Federation, and have prospects of two more very shortly. In the short period I have served as Vice-President of the Fifth District, I wish to thank Vice-President Charles E. Caffrey, David M. Taylor, American Federation of Labor organizer, and George Martin, President of the Northampton Central Labor Union, for their splendid co-operation, and also all of the members of the various locals throughout this district.

Respectfully submitted,

BENJAMIN G. HULL,
Vice-President, District 5.



Report of Delegate to American Federation of Labor Convention

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

Determination to participate wholeheartedly in national defense activities was the keynote of the 60th annual American Federation of Labor convention in New Orleans. Any necessary sacrifices to uphold democracy were pledged by the delegates who urged that every effort be made to attain complete national preparedness even while giving all possible aid, short of war, to Great Britain in her heroic determination to defend liberty against totalitarian aggression.

In the history of American Federation of Labor conventions there seldom could have been a more stirring hour than that in which Sir Walter Citrine delivered the fraternal greetings of the British Trades Union Congress. Citrine held the convention spellbound by his simple but persuasive earnestness as he told why and how the working men and women of Britain are carrying on despite terrific odds in their defense of the liberties of free men.

Assurance of willingness to take any reasonable steps to fulfill President Roosevelt's plea for labor peace was freely given by the delegates who had been given a recital of the history of the past breakdown of negotiations. In this connection should also be mentioned the stirring welcome given to David Dubinsky and the International Ladies Garment Workers Union delegation returning to the American Federation of Labor.

Denunciation of racketeering or gangsterism in the ranks of organized labor was voted by the convention which instructed the Executive Council to use all its influence to obtain corrective action whenever it appears that a union is evading its responsibility in this respect.

The National Labor Relations Board housecleaning was welcomed by the delegates who commended the selection of Dr. Harry A. Millis to succeed J. Warren Madden as chairman. Delegates asked for the enactment of American Federation of Labor amendments to prevent any possible abuse of National Labor Relations Board authority.

Among other important steps were the adoption of a per capita dues basis of two cents instead of the previous per capita plus assessment; definition of Executive Council powers to suspend a national or international union; condemnation of Thurman Arnold's union-baiting; extension of boycott upon Nazi or Japanese products; and endorsement of the 30 hour week as a goal subject to the present necessities of the defense program.

As your delegate, I had the privilege of serving on the welcoming committee to greet and escort the then director of the International Labor Office and now Ambassador to Great Britain, former Governor John G. Winant of New Hampshire.

I noted with special interest the commendation given by the Committee on Education to the first Labor Institute of the Massachusetts State Federation of Labor. The high praise given to this venture should be prized by all of our officers and members whose participation made the Institute such a success.

Efforts to secure the 1941 American Federation of Labor convention for New England were unsuccessful. As your delegate, I seconded the invitation which was presented on behalf of Boston by President Kearney in his capacity as delegate from the Boston Central Labor Union.

As on the previous occasions when I have had the honor of attending the American Federation of Labor convention as your delegate, I found the hospitality and co-operation of fellow delegates something for which to be very grateful. I express my appreciation to the delegates to our 1940 convention for making it possible for me to participate in the deliberations of our parent organization.

Respectfully submitted,

Kenneth J. Layb



Report of Secretary-Treasurer-Legislative Agent

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

The following report outlines some of your Secretary-Treasurer-Legislative Agent's activities during the course of the year. At this writing the Legislature is still in session, although a recess is in sight. Also at this writing numerous measures sponsored by the Federation are still pending either in the Committee on Ways and Means or the House of Representatives. Therefore, a complete report of the legislative program cannot be made but will be included in the proceedings of the convention.

Important among the legislative proposals on Beacon Hill this year were those to curb the activities of organized labor. But fortunately such petitions were rejected. Probably the most vicious measure filed this year was the bill introduced by Senator George W. Stanton of Fitchburg who proposed that a fine of not more than \$50,000 and a jail sentence of not more than two and one-half years be imposed upon any individual who went on strike without first giving 60 days' notice.

Although I am reluctant to anticipate, it does appear that numerous changes will be made in the Unemployment Compensation Law beneficial to wage earners and also a Wages and Hours Law will be enacted in this state, the first in the nation. In addition, there is a measure pending which has received the support of the Federation to increase the benefits under the Workmen's Compensation Law, establishing a new minimum of \$11 instead of \$9 and a new maximum of \$20 instead of \$18.

The 56th convention culminates one of the busiest years of the Federation. Although legislative activities required the devotion of much time, numerous other undertakings were required to keep pace with the times and the competition offered by the dual organization.

Every delegate, of course, is familiar with the long fight to secure the enactment of a State Fund for Workmen's Compensation and the arduous task of clearing away all obstacles in obtaining the required signatures so that the question might appear on the ballot in 1942. I am happy to report that at this writing we have gone beyond the 5000 required signatures and will probably double that number before the petitions are filed with the Secretary of State.

Routine service to affiliated unions has constantly increased, although not to a point of complete satisfaction. It is still our hope that circumstances and finances will permit the Massachusetts State Federation of Labor to expand to a greater extent.

BILLS STILL PENDING IN LEGISLATURE

Unemployment Insurance

At the time of writing this report the Legislature had not acted on any of the important proposed changes to the Unemployment Compensation Law. A bill (House No. 2661) containing numerous changes was before the House Committee on Ways and Means for consideration but had not been reported. Therefore, a brief resumé is herewith outlined of the measures sponsored by the Federation. The outcome of these proposals will be contained in the proceedings of the 56th convention.

Voluntary quit. The present law provides that claimants for benefits are ineligible if they "voluntarily quit" their last employment. This is a vicious disqualification feature of the law and is frequently used by employers as a way of challenging claims filed for benefits. It attended the experience-rating plan and is intended to narrow the chances of idle workers obtaining benefits under the Act so that employers may reduce their contributions under the terms of the so-called experience rating plan—Senate Bill No. 234.

Inclusion of all employers. At present the law provides that only employers of four or more are subject to the law. Originally the law assumed jurisdiction over employers of eight or more. This proposal would have the law assume jurisdiction over all employers, that is, employers of one or more. It is understood that the bill now pending before the Committee on Ways and Means contains an amendment to include employers of one or more but the amendment will not take effect until January 1, 1943, at which time such new employers subject to the law would begin paying their tax and employees then covered by the new amendment would not be able to receive benefits earlier than April 1, 1944. The Federation's proposal is that the amendment take effect January, 1942—Senate Bill No. 235.

Liberalization of benefits. The Federation's measure would increase the benefit payments from the present amounts and provide for maximum benefits of \$20 for a period of not longer than 20 weeks and minimum benefits of not less than \$10 for a period of not longer than 20 weeks. The present law provides a maximum of \$15 and a minimum of \$6—Senate Bill No. 240.

Waiting period. The present law requires that a claimant serve a waiting period of two weeks, which do not have to be successive. A single week and two one-half weeks may be served during any one base year. The Federation's proposal, which is understood to be part of the bill now before the Committee on Ways and Means, reduces the waiting period to one week and permits serving a waiting period of two one-half weeks, which are not required to be successive—Senate Bill No. 238.

Labor disputes. This section of the law has been the cause of considerable trouble and concern to unions throughout the Commonwealth. The Federation, therefore, sponsored a measure clarifying and improving upon the sections dealing with a labor dispute. It provides that claimants shall be paid benefits even though they may be on strike if the stoppage of work is due to the failure of an employer to comply with the National or State Labor Relations Acts or the terms of an existing agreement or refuses to submit

issues involved to arbitration or abide by the decision of an arbitration board. It further provides that in any event a claimant shall not be declared ineligible for benefits for a period longer than five weeks—Senate Bill No. 237.

Computation of benefits. Two years ago the lawmakers hastily enacted an amendment to the Unemployment Compensation Law dealing with the method by which the Division computes benefits and determines eligibility. Experience since that time has shown that the law with that change included has discriminated against seasonal employees and also employees who work part of their base year for employers not subject to the terms of the law. In other words, an employee may have earned a substantial amount during his base year but the Division, in making its computation, used the highest quarter and then determined the weekly benefit. That amount is multiplied by 25 and if the earnings for the high quarter are not greater than the answer to the multiplication problem, an employee is ineligible for benefits. The Federation's proposal would strike out that part of the law which requires that the benefits be multiplied by 25 and in its place include simply that an employee must have earned at least \$100 in wages during his base year. The bill before the Committee on Ways and Means contains a change, although it requires that a claimant must have earned \$150 during his base year—Senate Bill No. 241.

Benefits for fishermen. Under the present law fishermen working out of the Port of Boston receive no benefit under the Unemployment Compensation Law. The law states that such employees and others do not come within the jurisdiction of the law. In the interest of Federal Labor Union No. 21455, whose membership is made up entirely of fishermen, this measure was introduced to repeal that part of the law which sets forth the exemption—House Bill No. 1758.

Appeals. The law requires that a person who is not satisfied with the determination of his claim is required to appeal within five days. Frequently examiners of claims and others in local offices "take the liberty" of advising such claimants as to their chances of winning an appeal if it went before the Board of Review and too frequently discourage a claimant who otherwise might file an appeal. Numerous instances have come to the attention of officers of the Federation relative to such "free advice" and "street corner opinions" being given to groups of claimants, who then surrender their rights to appeal and thus lose a considerable amount of money that would otherwise be due them as benefits. This measure would permit a claimant to file an appeal even after the five days as the law provides if it can be shown that failure to file an appeal was due to a mistake, inaccurate information or other reasonable cause—Senate Bill No. 230.

Advisory Council. The present law created a so-called Advisory Council within the Division of Unemployment Compensation, allegedly made up of representatives of employers, employees and the public. Among other insignificant duties, they are required to consider all proposed changes to the Unemployment Compensation Law which are pending before the Legislature. In other words, the Advisory Council of the Division of Unemployment Compensation serves as a legislative waste basket. The scores of proposed measures are considered by the Advisory Council and without making a report to the General Court, as the law requires, the council sneaks in their recommendations, usually just before the Legislature prorogues so that petitioners

have no chance to be heard on the recommendations the Advisory Council makes relative to the petitioners' bills. The Federation's bill simply provided for the deletion of that part of the law outlining the Advisory Council's duties that require them to review and report on pending legislation—Senate Bill No. 228.

Board of Review. When the Division of Unemployment Compensation was reorganized two years ago, a Board of Review was created and provision was made for members of that board to work not more than 300 days during the first year at \$15 a day and not more than 200 days the second year at \$15 a day. It is recognized that the Board of Review must work steadily if the appeal cases pending before them are to be disposed of in due time, and that 200 days, which is two-thirds of a year, is inadequate. Therefore, the Federation filed a measure to establish an annual salary for members of the Board of Review and at present there is a measure pending before the Legislature providing for a salary of \$5000 a year for the Chairman of the Board and \$4500 a year for each of the other members—Senate Bill No. 306.

Protection for workers called to military service. Considerable attention was given to the problem of preserving the rights of selectees and others called into military service. Under the present law a claimant receives benefits on the basis of the previous year's earnings. In the case of a selectee who has been called up for a year's training, he may return after one year and have no earnings during the previous year under the terms of the Unemployment Compensation Law. It was therefore recommended that special consideration be given to such individuals and that the base period preceding the year he spent in military service be used in the event that a selectee applied for benefits after his return from the service—Senate Bill No. 655.

State Wages and Hours Law

(Petition of the Massachusetts State Federation of Labor)

An Act to Promote the General Welfare and to Protect the Health, Safety, Morals, and Standard of Living of the People of the Commonwealth by Providing for the Elimination of Detrimental Wage and Hour Standards; to Prescribe the Powers and Duties of the Department of Labor and Industries, and for Other Purposes—Senate Bill No. 546. (Subsequently substituted by House Bill No. 2707).

The Committee on Labor and Industries proposed wages and hours law as a substitute for the Federation's bill sets forth a workweek of 48 hours, after which time and one-half must be paid by employers engaged in intrastate commerce. It also requires the payment of not less than 30 cents an hour. Although this measure does not equal the provisions set forth in the Federation's wages and hours law, it is a step in the direction of a desirable state law to provide wages and hours for those not receiving benefits from the Fair Labor Standards Act.

Besides the Federation's bill, there were several others before the committee, including a recess commission's study and recommendations (House Bill No. 2180) on this subject. The recess commission studied the subject matter for more than a year and recommended simply an extension of the present state minimum wage law. It did not provide a minimum wage or a

maximum workweek but provided legislation which would set up wage boards for the numerous industries and occupations over which the law would assume jurisdiction. As such, the measure would be of no benefit because thousands of workers in Massachusetts who need a state wages and hours law are working on jobs that in many instances cannot be described and are in remote areas, thus such workers would probably never realize that such a law was in existence, or no one else would go to the trouble of petitioning for a wage board to consider a minimum wage and maximum workweek for them.

At least the recommendation of the Committee on Labor and Industries will give benefit to many Massachusetts workers who now are obliged to accept jobs at a wage rate of less than 30 cents an hour and work more than 48 hours per week.

Old Age Assistance

(Petition of the Massachusetts State Federation of Labor)

An Act Providing for the Liberalization of Assistance Granted to Persons Eligible for Old Age Assistance—Senate Bill No. 283. (Subsequently substituted by House Bill No. 2522.)

The Federation was required to file this measure because of the Legislators' refusal to call themselves together in special session during 1940 to consider raising the minimum amount payable to recipients of old age assistance from \$30 to \$40 a month. Since January 1, 1940, the Social Security Board has been authorized to match the state appropriation dollar for dollar up to \$20. Because the average amount being paid in Massachusetts is approximately \$28, the aged citizens in this commonwealth are not receiving the maximum amount available to them at Washington. This is due primarily to the attitude of Governor Saltonstall and many members of the Legislature who have been hard at work finding ways of avoiding the responsibility of providing an adequate amount for our aged citizens.

This proposal received tremendous support from numerous agencies, even outside of the labor movement, and it was reported favorably by the Committee on Pensions. It was referred to the Committee on Taxation where a revenue measure was attached to the old age assistance liberalization law providing for a luxury tax of 3 per cent. Subsequently, it found its way to the House Committee on Ways and Means which conducted a hearing on both portions of the bill and finally reported unfavorably on the luxury tax rider.

Liberalization of Workmen's Compensation Benefits

(Petition of Representative John E. Flaherty)

An Act Relative to the Minimum Compensation Under the Workmen's Compensation Law—House Bill No. 1761. (Subsequently substituted by House Bill No. 2557).

Under the present Workmen's Compensation Law, the minimum benefit amounts to \$9.00 per week and the maximum benefit amounts to \$18.00. This proposal of Representative Flaherty increases both the minimum and maximum establishing standards at not less than \$11.00 and not more than \$20.00.

The Committee on Labor and Industries reported favorably on this measure and although the House Committee on Ways and Means, as usual, voted "ought not to pass," the House of Representatives overwhelmingly enacted the measure. At this writing it is pending before the Senate at the third reading stage.

Commission on Apprentice Training

(Petition of the Massachusetts State Federation of Labor)

An Act to Establish Within the Department of Labor and Industries a Commission on Apprentice Training and Defining the Powers and Duties of Said Commission—House Bill No. 1135. (Subsequently substituted by House Bill No. 1413.)

For several years a Commission on Apprentice Training has existed within the Department of Labor and Industries due to a previous petition filed by the Massachusetts State Federation of Labor in 1938. It was created at that time as a temporary agency and provided representation for Labor, industry and the public. Its purpose was to call attention to the need and make arrangements for apprentice training within Massachusetts industry. Subsequently, the bill was re-enacted which added two years to its life. This year another bill was filed to make the Commission permanent. National defense has proved the need of such an agency and has justified the Federation's proposal of three years ago to undertake a program of training young men in industry for present and future use.

House Bill No. 1135 was subsequently substituted by House Bill No. 1413, a petition filed by the Department of Labor and Industries. The latter measure provides for a division within the Department of Labor and Industries and a director to carry on the work similar to that performed by the existing commission.

Expansion of this phase of work by the commonwealth, in addition to apprentice and vocational training which is taught by numerous other agencies, both federal and state, is quite essential if the needs for skilled mechanics are to be met during days when shortages are claimed by industrialists and others who completely neglected to prepare themselves for a time when they would be faced with the problem of training new people.

One Day's Rest in Seven for Certain Janitors

(Petition of the Building Maintenance Union No. 21923 of Boston)

An Act, Making the One Day's Rest in Seven Law, So-Called, Applicable to Certain Janitors in Residential Apartment Houses—House Bill No. 1417.

Under the present law janitors in residential apartment houses are not allowed one day's rest in seven. Although the law prescribes a day off for most occupations, these janitors have never been given proper consideration, mainly due to the influence of the real estate barons who are able to exert their influence among legislators. This measure was filed by the Building Maintenance Union No. 21923 of Boston and supported by the Federation with the clear knowledge that the fight would be a hard one because the

opponents are those who own the palatial apartment blocks throughout metropolitan Boston.

Although our efforts were not crowned with success this year, this petition might well serve as a notice that the local union, which has jurisdiction over such workers and which is interested in the future welfare of janitors, will continue to fight until at last they will enjoy one day's rest in seven.

The Committee on Labor and Industries made this measure part of House Bill No. 2707, the state wages and hours law, and then proceeded to exempt resident janitors from the provisions of the state wages and hours law.

BILLS FAVORED BY LABOR AND ENACTED INTO LAW

Annual Sessions of the Legislature

(Petition of the Massachusetts State Federation of Labor)

Proposal for a Legislative Amendment of the Constitution Providing for Annual Sessions of the General Court and for an Annual Budget.

Approved by a Joint Session of the General Court July 8 and referred to the next session.

The first step in the direction of having the Massachusetts General Court convene annually has been taken. By an overwhelming vote—172 to 38—the proposed amendment to the Constitution was approved. Approval of the 1943 session of the Legislature is now required, after which the question can appear on the ballot at the 1944 state election.

There seems to be no doubt that biennial sessions of the Legislature have removed the people further away from their law-making branch of the state government. The vote of the members of the current Legislature, to many observers, is an indication of the feeling toward a return to annual sessions.

Readjustment of Legislators' Salaries

(Petition of the Massachusetts State Federation of Labor)

An Act Establishing the Compensation of Members of the General Court—House Bill No. 356. (Subsequently substituted by House Bill No. 2505.)

Passed by the House of Representatives May 22 and passed by the Senate May 22. Signed by the Governor May 22. Now Chapter 307.

Two years ago the Federation supported a measure to increase the Legislators' salaries which were established at \$2000 for two years rather than for \$2000 annually as the Legislators had been receiving when the General Court met annually. A bill to establish their salary at \$3000 was vetoed by Governor Saltonstall and subsequently overridden by the House of Representatives. But in the Senate there were insufficient votes to override the Governor's veto.

This year the Federation sponsored a measure to establish the salary at \$3000. One of the main reasons for seeking an increase was to permit and

make it possible for people from all walks of life to seek the office of Senator or Representative. If the salary were allowed to remain at \$2000 for a two-year term the Legislature might develop into a rich man's club where the interests of working men would be disregarded. Our effort was crowned with success, although the bill was amended. The measure as finally signed by Governor Saltonstall provides for a salary of \$2500 and \$500 to be paid during the second year of the two-year term for incidental expenses. In other words, Legislators now receive \$3000, plus travel, for a two-year term of office.

Burial Allowance for Fatally Injured Workmen

(Petition of the Massachusetts State Federation of Labor)

An Act to Provide More Adequate Burial Expenses Under the Workmen's Compensation Law—House Bill No. 420. (Subsequently substituted by House Bill No. 1418.)

Passed by the House of Representatives July 16 and passed by the Senate July 17. Signed by the Governor July 22. Now Chapter 495.

At present the Workmen's Compensation Law allows \$150 as a burial allowance in the event of a fatal injury. The difference between this amount and the actual amount of a funeral must be borne by the widow or relatives a deceased workman may leave. Although in the case of a fatally injured workman leaving a widow and dependents, an additional amount prescribed under the law is allowed to such survivors. But in the event of an unmarried person without dependents being a victim of an industrial accident, someone must pay the difference between the allotted sum of \$150 and the actual cost of his funeral.

As a practical matter, a person who is killed in industry with no insurance or other resources, would be allowed \$150 for burial and usually the next of kin would probably assume the cost that is really chargeable to industry, to which he sacrifices his life. This proposal of the Federation increases the amount to \$250. Even though it may be inadequate, it is at least an improvement over the burial allowance provided in the present Workmen's Compensation Law.

Registration of New Manufacturing Establishments

(Petition of the Massachusetts State Federation of Labor)

An Act Relative to the Establishment of New Industries in the Commonwealth—House Bill No. 1134. (Subsequently substituted by House Bill No. 2665.)

The intent of this legislation is to have new employers of Massachusetts register with the Department of Labor and Industries, thus enabling the department to know when fly-by-night employers located in Massachusetts. Heretofore, numerous such employers, after having been driven out of other states, establish themselves in isolated communities of this commonwealth and operate until their disregard for the labor laws becomes known. Then overnight they move to another state and leave injured workmen and unemployed people who are in need, because of the low wages received.

The Committee on Labor and Industries modified the measure to some extent and reported the measure, requiring employer manufacturers or busi-

ness establishments to register. In the future, fly-by-night concerns will be in violation of the laws of this commonwealth if they do not comply. If they do register, it will allow the inspectors of the Department of Labor and Industries to consider whether such new employers are observing the wages, hours and safety laws of the commonwealth.

Labor Representatives on State Board of Vocational Education

(Petition of the Massachusetts State Federation of Labor)

An Act Providing that a Representative of Organized Labor Shall at All Times Be a Member of the State Board of Vocational Education—House Bill No. 1945. (Subsequently substituted by House Bill No. 2394.)

Passed by the House of Representatives July 21 and Passed by the Senate, July 22. Signed by the Governor July 25. Now Chapter 531.

Presently the State Board of Vocational Education has no representative of Labor. Nor has the board any representative of any organization or agency, as such, which may be concerned with training youth for trades that may be useful in national defense. The Federation strongly advocates that such a board should be made up of an equal number from organized labor, industry and the public. In no other way can the needs of skilled and semi-skilled craftsmen be determined.

This measure was approved by the Committee on State Administration and later engrossed in the House of Representatives. But in the Senate, as usual, it met with trouble. President Goodwin's "impartial" presiding over the upper branch caused supporters of this measure to doubt his announcement of the vote to the point of roll call, when it was referred to a third reading. Then it was held by the Committee on Third Reading with the hope that some way would be found to defeat it. Senator Holmes, chairman of that committee, knew there was no third reading change, but couldn't adjust himself to allowing Labor to be represented on the Board of Vocational Education—or perhaps people in the Department of Education didn't approve of the bill and used the usual method of defeating it—the Senate.

Minimum Mileage Rates for School Buses and Special or Chartered Buses

(Petition of the Massachusetts State Federation of Labor)

An Act Establishing Minimum Mileage Rates for Special or Chartered Buses—House Bill No. 1866; and an Act Establishing Minimum Mileage Rates for the Operation of School Buses—House Bill No. 1867. (Subsequently substituted by House Bill No. 2555.)

Passed by the House of Representatives May 20 and passed by the Senate May 25.

These measures were designed to eliminate unfair competition among those who operated certain school, special and chartered buses in competition with those which are subject to the jurisdiction of the Department of Public Utilities. With no mileage rate established by the department, operators of these types of buses were able to under-bid and secure work from bus companies which are obliged to adhere to certain minimum mileage

rates and also to reasonable wages and hours, as provided in working agreements between such companies and local unions affiliated with the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

When the measures reached the House of Representatives it was decided to abandon House Bill No. 1867 and substitute House Bill No. 1866 and limit the accomplishments to the regulating of minimum mileage rates for special and chartered buses.

The support given to this measure by representatives of the Street Carmen and Motor Coach Operators Unions throughout the state was indeed heartening. Their response and presence in the State House on numerous occasions had a very definite effect on the favorable outcome.

Requirement that Employers Post Notices When not Carrying Workmen's Compensation Policies

(Petition of the Massachusetts State Federation of Labor)

An Act Providing for Certain Reports by Industrial Establishments not Carrying Workmen's Compensation and for the Posting of Certain Notices by Such Establishments—House Bill No. 1136.

Passed by the House of Representatives June 2 and passed by the Senate June 12 and signed by the Governor June 25. Now Chapter 410.

Most employees of Massachusetts assume that when they meet with an accident at their job there are workmen's compensation benefits awaiting them, but in too many cases such employees have been disappointed and relegated to relief rolls. The simple purpose of this measure is to compel employers to post notices advising employees that they do not carry a workmen's compensation policy, thus giving notice to such employees that their only recourse in the event of an industrial accident is to sue their employer at common law.

BILLS FAVORED BY LABOR AND DEFEATED

State Fund for Workmen's Compensation

(An Initiative Petition of the Massachusetts State Federation of Labor)

An Act Providing for a State Fund for Workmen's Compensation—House Bill No. 2034.

Rejected by the Senate June 2 and rejected by the House of Representatives June 3.

The State Federation of Labor has endeavored to have a State Fund for Workmen's Compensation enacted into law for approximately 23 years. Such a law is intended to give coverage and benefits to every workman in Massachusetts who may be idle because of an industrial accident. The proposed law also intends to eliminate the tremendous profit now derived from the Workmen's Compensation Act by insurance companies that now write

policies in this state. The present Workmen's Compensation Act is admittedly inadequate. It does not protect or give benefits to workmen who need the law most. Nor does it permit employers to purchase coverage for their workers at a reasonably low rate. The Federation's experience in the Legislature has been that the influence of insurance interests has always been sufficient to defeat the Federation's proposal for a State Fund for Workmen's Compensation. For some strange reason insurance interests have even been able to prevent roll calls on this important issue on many occasions during the past decade at least.

But this year the Federation's course has been changed. Pursuant to action taken at the 54th convention, arrangements were made to file the measure in the form of an initiative petition, and accordingly 24,190 certified signatures were obtained, the constitutional requirement being at least 20,000 such signatures must accompany an initiative petition. After filing the petition and signatures with the Secretary of State on December 4, 1940, as required by the Constitution, it became an orphan and relegated to the powerful Committee on Rules, where it remained until the "board of strategy" determined what its destiny should be.

The main objective of those who opposed the Federation's provision for a State Fund for Workmen's Compensation was to prevent it ever appearing on the ballot. Hence, the Committee on Rules decreed that an advisory opinion should be sought from the Massachusetts Supreme Court, based on a feeling that the court would advise that the Legislature was constitutionally incompetent to enact such a measure. Therefore, such an influencing opinion would not only encourage the lawmakers to vote against the measure, but would have a definite effect on the vote in 1942. So the Committee on Rules carefully designed a number of questions to ask the Supreme Court. And the Federation's first skirmish with the insurance interests and hostile legislators in connection with this "all-out" fight was under way. Nevertheless, the Legislature voted to send an order to the Supreme Court. But lo and behold, the Supreme Court, with only one dissenter, returned to the Legislature its opinion that such a law would be constitutional and also that the description designed by the Attorney-General, which will appear on the ballot, was adequate. Subsequently, the measure was referred to the Committee on State Administration for a public hearing. The Committee reported that the measure "ought not to pass" with four members dissenting from the majority's report. Those who supported Labor's proposition for a State Fund and prepared a minority report, which is part of Senate Document No. 704 were: Senator William E. Nolen of Holyoke, Representatives John R. Fausey of Springfield, William C. Lunney of Holyoke and Albert Rubin of Fall River. The delegates will probably be interested in learning the names of members of the Committee on State Administration who signed the majority report against the Federation's proposal, which is also contained in Senate Document No. 704. They were: Senators Cornelius F. Haley of Rowland, Harris S. Richardson of Winchester and Joseph F. Montminy of Lowell, and Representatives Philip Barnet of New Bedford, Ralph Lerche of Northampton, Frank E. Brown of Fairhaven, Lawrence A. Haworth of Dalton, Henry D. Winslow of Cambridge, Clarence C. Colby of Newton, John H. Carroll of Boston and Gerald F. Scally of Boston.

Under the Constitution a roll call vote must be taken on such an initiative petition on or before the first Wednesday of June. This was done and the result was that the Senate rejected the measure 23 to 11 and the House of Representatives also rejected the measure 157 to 64. The roll call vote will appear in the pamphlet containing roll call votes in which Labor is interested next year prior to the 1942 election. This record will serve to inform trade unionists and others interested in the welfare of workingmen as to how their respective Senators and Representatives cast their votes. So the Legislature, true to form, rejected the Federation's petition for a State Fund for Workmen's Compensation. That does not end the fight, however. The Constitution allows that even though the Legislature rejects a proposed law, which is filed in the form of an initiative petition, that it may appear on the ballot, providing an additional 5,000 certified signatures are obtained and filed with the Secretary of State on or before the first Wednesday of August. At the present time these additional signatures are being sought, and when obtained will be filed with the Secretary of State in due time.

The above is a brief but factual outline of the 1941 fight for a State Fund for Workmen's Compensation.

Delegates, members of unions and others interested in enacting a State Fund for Workmen's Compensation must remember that the insurance interests will leave no stone unturned to convince the voters of Massachusetts to vote against the Federation's proposal. They have already trotted out many synthetic arguments against giving all workmen in Massachusetts protection and benefits at rates to employers that are far less than are now charged.

If our campaign for a State Fund is to continue successfully, every affiliated union will have to realize and assume its share of the responsibility, which means that such a campaign will have to be financed and every trade unionist will be required to become a campaigner for Labor's 1942 candidate—A State Fund for Workmen's Compensation.

Peaceful Persuasion Act

(Petition of the Massachusetts State Federation of Labor)

An Act to Further Define the Acts Relative to Peaceful Persuasion and Injunctions in Labor Disputes and to Make Impossible the Emasculation and Nullification of Said Acts and for Certain Other Purposes—Senate Bill No. 419.

Again the Legislature refused to enact the proposed Peaceful Persuasion Act which has been sponsored by the Massachusetts State Federation of Labor for several years. Originally the measure was introduced to give workmen the clear right to picket, distribute literature and carry placards—rights which had been taken away or curbed by court-made laws or city ordinances which in recent years were misinterpreted by local authorities.

This year the measure was filed simply in the interest of having the Legislature bring the statutes of Massachusetts up to date and in harmony with recent decisions of the United States Supreme Court. In at least two decisions (see "Labor Injunctions," page 59) the high court made clear that the rights which the Federation sought in this proposed measure are already ours under the Constitution of the United States. So, even though the Legislature has

seen fit to reject this measure again, the rights of workmen to picket, distribute literature and carry placards are safeguarded by recent decisions of the Supreme Court.

After the House of Representatives defeated the measure, the Senate did likewise by a vote of 16 to 16. For a minute or two it seemed that the Senate anti-labor machine had misfired and that substitution would prevail, 16 to 15. But President Goodwin, running true to form, cast the deciding vote, causing a tie which meant defeat.

Election of Judges

(Petition of the Massachusetts State Federation of Labor)

Proposal for a Legislative Amendment of the Constitution to Provide for the Election of Judges by the People—House Bill No. 325.

Placed on File April 24.

In more than 30 states judges are elected and in other states judges are appointed for a specific period of years. But in Massachusetts—and only in Massachusetts—judges are appointed by a Governor, with confirmation by the council, for life.

Interest in this important issue is definitely increasing. More and more people are becoming aware that the popular election of judges would be far more desirable and in keeping with our democratic way of life, than to allow the present system to continue, under which the main qualification of candidates for a judgeship is to know a Governor.

Child Labor Amendment

(Petition of the Massachusetts State Federation of Labor)

Resolution Ratifying the Proposed Amendment to the Constitution of the United States relative to the Labor of Persons Under Eighteen Years of Age—House Bill No. 392.

Rejected by the House of Representatives March 31 and rejected by the Senate April 3.

Although 28 states have ratified the proposed amendment to the Constitution to give Congress the power to regulate the use of child labor, the Massachusetts Legislature continues to reject such a proposition. In recent years the use of child labor has been curbed to some extent, but there is still need for national legislation to completely abolish this evil. In Massachusetts the compulsory school age has been raised to 16 years and under the Fair Labor Standards Act the use of children in industry is prohibited. There remain numerous instances, unfortunately, where no law applies, and therefore the amendment to the Constitution is still needed.

In addition to representatives of the clergy and others who appeared at the hearing against the measure, several members of the General Court went to the trouble of speaking before the Committee on Constitutional Law against the Federation's bill. These members were: Senator Frank D. Babcock of Haverhill; Representatives Eugene J. Sweeney of Lowell, Nelson B. Crosby of Arlington, and Edmond J. Donlan and Paul J. McCarty of Boston.

Additional Man on Semi-Trailer Truck Units

(Petition of the Massachusetts State Federation of Labor)

An Act to Provide for the Presence of an Additional Man Besides the Operator of any Semi-Trailer Unit or Truck Carrying Five Tons or more Making Pickup and Delivery Service in any Municipality, City, or Town Within the Commonwealth—House Bill No. 1670.

Rejected by the House of Representatives May 1 and rejected by the Senate May 7.

This measure would provide an additional man on large trucks and semi-trailer units, and was filed in the interests of teamsters' unions. The hazard and danger of permitting only one man to handle huge over-the-highway transportation units is obviously dangerous to the owner of the equipment, the driver and the public at large. An assistant driver would be always present and be able to relieve the driver during his monotonous long runs. But notwithstanding the safety features of this proposal, the measure was again rejected.

Weekly Payment of Wages

(Petition of the Massachusetts State Federation of Labor)

An Act Relative to the Payment of Weekly Wages—House Bill No. 1133.

Rejected by the House of Representatives May 22 and rejected by the Senate May 27.

This measure was designed to compel employers to submit proof to the Commissioner of Labor and Industries of adequate assets in the event wages were paid by check. Legislation along this line is quite necessary in view of the fact that numerous employers pay by check. In a number of instances employees have received wages by check only to find the employer's financial standing is such that they could not receive their money.

Although there is presently a law administered by the Department of Labor and Industries under which back wages can be collected, the adoption of a measure such as House Bill No. 1133 would lessen the number of instances of the law being invoked.

Representative of Organized Labor on Board of Trustees of Vocational Schools

(Petition of the Worcester Central Labor Union)

An Act Providing that a Representative of Organized Labor be Appointed to the Board of Trustees of Every State Vocational or Trade School in the Commonwealth—House Bill No. 1494.

Rejected by the House of Representatives April 29 and rejected by the Senate March 5.

This measure was filed by the Worcester Central Labor Union in an effort to have a representative of organized labor appointed to the Board of Trustees at the Worcester Trade School and a similar representative on boards connected with other trade schools in other communities throughout the com-

monwealth. Although the bill was rejected, some study should be made of this problem so that future legislation might possibly be designed.

Some progress was made, however, in connection with having a representative of organized labor on boards of this type, in that a measure was passed providing for a representative of organized labor be appointed to the state advisory board for vocational training.

Observance of Armistice Day

(Petition of the Massachusetts State Federation of Labor)

An Act Relative to the Observance of Armistice Day—House Bill No. 1008.

Rejected by the House of Representatives March 6 and rejected by the Senate March 12.

At present Armistice Day is only partially observed. Retail establishments and department stores are permitted to open at one o'clock. This arrangement is due to the efforts of retail merchants who apparently have no desire to respect November 11th as a day on which the conclusion of the first world war is celebrated.

Such a broken day causes confusion among certain employees who are obliged to work from one o'clock to closing time. In fact, numerous retail clerks' unions and others have provisions for the observance of all legal holidays and on Armistice Day, which is looked upon generally as a legal holiday, there is disagreement as to the interpretation of such contracts. On numerous occasions the disagreements have developed into grievances and have been referred to the Arbitration and Conciliation Board.

It was felt that if the law were amended so that Armistice Day was completely observed, there would be no misunderstanding, and the employees affected would enjoy a full day's rest. But Boston merchants and others do not intend to allow their stores to close, even in observance of such a symbolic occasion. Instead, they think in terms of how much business they can do after the parade has passed their front doors.

Prohibition of Substitutes for Brick and Stone on Construction of Public Buildings

(Petition of the Massachusetts State Conference of the Bricklayers, Masons and Plasterers International Union)

An Act Prohibiting the Use of Terra Cotta Blocks, Cinder Blocks and Cement Blocks as Substitutes for Brick and Stone in the Construction of Exterior Walls and Public Buildings—House Bill No. 1282.

Rejected by the House of Representatives March 13 and rejected by the Senate March 19.

In the interest of public safety, the Bricklayers Unions of Massachusetts supported this legislation. Although architects and contractors from far and near opposed the measure, a real fight was put on by Representative Charles Kelley of Worcester. And in addition to his efforts, Edmond Russell, Secretary of the State Conference of the Bricklayers, Masons and Plasterers International Union, spent a good deal of time in the State House in an effort to have this legislation enacted.

Reduction of Number of Taxicabs in the City of Boston

(Petition of the Taxicab Drivers and Chauffeurs Union, Local No. 496)

An Act Relative to Reducing the Number of Hackney Licenses that may be Granted and Hackney Carriages that may be Permitted to Operate in the City of Boston—House Bill No. 1319.

Rejected by the Senate April 28 and rejected by the House of Representatives May 5.

This measure was sponsored by the Taxicab Drivers and Chauffeurs Union No. 496 of Boston in an effort to reduce the number of taxicabs now allowed to operate in that city. The union's claim is that the large number of taxicabs now operating spreads work opportunity and income to such an extent that taxicab drivers are unable to earn a decent wage without supplementing it by another job. The measure would establish 900 as a maximum number of taxicabs allowed to operate in Boston.

This measure was supported by the owner of the Checker Taxicab Company until the session of the Legislature was under way, at which time he reversed himself and openly opposed the measure.

Licensing of Cooks and Regulation of Commercial Cookery

(Petition of the Cooks and Pastry Cooks Association, Local No. 186)

An Act Establishing a Board of Registration of Cooks and Regulating the Practice and the Occupation of Commercial Cooking—House Bill No. 1287.

Rejected by the House of Representatives March 13 and rejected by the Senate March 19.

In the interest of the public health, the Cooks and Pastry Cooks Association No. 186 of Boston filed this measure to establish a Board of Registration of Cooks, the functions of which would be to regulate the practice and occupation of commercial cooking. Under the terms of this measure those working at the culinary art would be obliged to register and be licensed.

Although the measure has considerable merit, it became associated with scores of other measures to license other people and things and therefore received inadequate attention from legislative committees and lawmakers.

Prevailing Wage and Other Benefits for Certain Municipal Employees

(Petition of the Springfield Central Labor Union)

An Act Requiring Corporations or Boards of Fiduciaries, Supported in Whole or in Part by Public Funds from Cities or Towns, to Pay the Rate of Wages Prevailing in the Several Departments of the City or Town in Question and Extending to the Employees of such Corporations or Fiduciaries the Protection of the Labor Laws of the Commonwealth Applying to Public Employees—House Bill No. 1483.

Rejected by the House of Representatives April 28 and rejected by the Senate May 1.

Seeking to have certain employees of the City of Springfield enjoy a prevailing wage, and also the protection of labor laws which apply to public employees, the Springfield Central Labor Union filed House Bill No. 1483.

The Public School Janitors and Custodians Association No. 35 and the Springfield Central Labor Union vigorously supported this measure but without success. Such petitioners should remember that Senators and Representatives in their respective districts should be urged to support such legislation so that when such measures affecting a given city are considered in the Legislature these lawmakers can aid in its passage.

Transfer of Certain Lands and Buildings to City Property Committee

(Petition of the Springfield Central Labor Union)

An Act Returning to the City Property Committee of the City Council of the City of Springfield all Control of the Plant Operations of School Lands and Buildings and the Control of Plant Employees in the Schools of Said City—House Bill No. 1352.

Rejected by the House of Representatives May 15 and rejected by the Senate May 21.

This petition was filed in the name of the Springfield Central Labor Union in behalf of the Public School House Custodians Union No. 35 of Springfield, as it seemed desirable to that organization to transfer the control of the plant employees of the Springfield schools to the City Property Committee of the Springfield city government. Members of the Public School House Custodians Union No. 35 feel that under present arrangements the School Committee of the City of Springfield disregards the needs and desires of their membership and that such legislation as House Bill No. 1352 would be beneficial to those employed in the building and under the control of the School Committee of that city.

BILLS OPPOSED BY LABOR AND DEFEATED

Prison Term for Certain Workers Who Strike

(Petition of Senator George W. Stanton)

An Act Regulating Strikes and Lockouts in Factories and other Places of Business Engaged in National Defense Work.

This measure was introduced by Senator George W. Stanton of Fitchburg who became jittery and hoped to gain popularity at the expense of organized labor during a time when several communistic-inspired strikes were being carried on elsewhere in the nation.

This proposed measure provided that at least 60 days' notice be given to the Board of Arbitration and Conciliation before a strike could be called in any establishment "engaged in manufacturing, production, processing, repairing, servicing, distribution, transportation or operation of any article, material, equipment, or commodity for the defense of the United States. . . ." It also

provided that if the proposed law was violated each person so violating the law would be punished by a fine of not more than \$50,000 or by imprisonment for not more than two and one-half years or both.

Having been filed after the deadline, this petition was referred to the Committee on Rules for admission to the Legislature for consideration and because of its similarity to the philosophies of Hitler, Mussolini and Stalin, it was never given serious consideration by anyone but Senator Stanton.

At the hearing before the Committee on Rules, Senator Stanton, with the constant assistance of the personal pronoun "I" proceeded to justify the admission of such a vicious and foreign-inspired departure from our democratic way of life. He said, among other things, "The only ones in the labor movement who will be opposed to this measure will be socialists and reds. They will not come up here before us. . . ." He proceeded by telling the committee, "There are a lot of fakers in the labor movement today . . ." and then had the audacity to say, ". . . I was a real union man, and am today."

It will be recalled that two years ago unions throughout Senator Stanton's district, with the active assistance of officers of the Federation, campaigned vigorously for the defeat of former Senator Nutting whom Senator Stanton was challenging for the senatorial seat. After the labor movement's success in disposing of former Senator Nutting, Senator Stanton's first act, by way of demonstrating his gratitude, was to file this measure which is more vicious than any ever filed by a chamber of commerce or manufacturers' association.

A careful analysis of the measure shows that even a delivery man who may be picking up or transporting any article from a factory that is in national defense production could be found guilty of violating this law and be sent to prison for not more than two and one-half years. For instance, if a strike was called by a teamsters' union and a driver would not pick up certain cargo from the platform of a manufacturing establishment, even though he did not know that the cargo was for national defense, he would be in violation of this proposed law.

Compulsory Mediation of Labor Disputes

(Petition of the Massachusetts Chamber of Commerce)

An Act Relating to the Avoidance and Settlement of Labor Disputes Without Recourse to Strikes—House Bill No. 803.

Rejected by the House of Representatives May 7 and rejected by the Senate May 13.

This measure is similar to several bills which have been filed and defeated in the Legislature during the past few sessions. Designed to strike at the heart of trade unionism, its viciousness and pernicious provisions are unwarranted in the light of statistics and other data which reveal that unions in Massachusetts enjoy a record of very few strikes and a relatively negligible number of lost man hours due to industrial disputes.

House Bill No. 803 provided: (1) a so-called "cooling off" period of 10 or 30 days, depending on the nature of the business to be affected; (2) that

the right to picket be limited, a provision which is contradicted by recent Supreme Court decisions, and (3) that unfair labor practices now set forth in the State Labor Relations Act be made applicable to "any person" or "labor organization."

Obviously the sponsors of this legislation were not familiar with union activities or collective bargaining or employer-employee relations. If they had been it would not have been difficult for them to realize that such legislation would encourage and increase labor disputes, rather than discourage and eliminate them.

Repeal of Law Relative to Fair Competition for Bidders on Public Works Contracts

(Petition of John J. Casey)

An Act Repealing Certain Provisions of the Law Relative to Bidders on the Construction, Reconstruction, Alteration, Remodelling or Repair of Certain Public Works by the Commonwealth or any Political Sub-division Thereof—Senate Bill No. 504.

Rejected by the Senate April 3 and Rejected by the House of Representatives April 7.

In 1939 the General Court enacted a law to eliminate certain unfair practices in which some building trades contractors had been indulging, namely, chiselling subcontractors and others to whom work was sublet by general contractors. Evidently the petitioner of this measure to repeal that most desirable law is opposed to fair bidding on public works contracts. But since he seems to be one of the very few that oppose fair bidding, the Committee on State Administration gave very little consideration to his proposal. The law which was vigorously supported by building trades unions throughout the Commonwealth in 1939 seems to be working to their satisfaction and there is evidently no need for such a drastic change as proposed by the petitioner of Senate Bill No. 504.

Craft Unit Amendment to Labor Relations Act

(Petition of Labor's Non-Partisan League)

An Act to Amend the State Labor Relations Law—Senate Bill No. 247.

Rejected by the House of Representatives May 7 and rejected by the Senate May 13.

This proposed amendment to the State Labor Relations Act, probably better known as the "Baby Wagner Act," would repeal the craft unit amendment which was enacted in 1938 as a result of a petition filed by the Federation. The craft unit provision assures a minority group of craftsmen a separate bargaining unit whenever a majority of a craft group so chooses.

C.I.O. sponsored this measure and advocated its enactment, but nevertheless the Legislature rejected it.

Creation of a Labor Court

(Petition of William M. Silverman)

An Act Creating a Labor Court and Defining its Powers and Duties, and Limiting the Powers of the Labor Relations Commission—Senate Bill No. 401.

This measure is exceedingly technical, complicated, and very difficult to understand. It seems to be based mainly on a desire to create labor judges on a basis similar to the justices of our existing courts. The labor court's jurisdiction would conflict with the present State Labor Relations Board, or possibly eliminate the present arrangement of handling unfair labor practices and certification of appropriate bargaining units.

At present it is in the form of a resolve (House Bill No. 2291) and is before the Committee on Ways and Means.

CONCLUSION

Although a complete resumé of the Federation's legislative program cannot be given, sufficient experience has been obtained on Beacon Hill this year to justify an observation that the lawmakers continue to give far less consideration to Labor's problems than to the selfish desires of the utilities, insurance, banks and employers. In commenting on the temper of the Legislature this year, I cannot pass without saying that the Senate was even more reactionary than in past years. The favorite pastime on the hill seems to be to permit the House of Representatives to pass some of Labor's proposals with the full knowledge that the Senate anti-labor machine never misfires.

If Labor plans to make the progress necessary in years to come a more careful study of the legislative machinery must be made. In my six years as the representative of the Federation on Beacon Hill, I have become convinced that the Federation should study the feasibility of a fundamental change in our democratic method of considering and enacting legislation. Our state government is made up of several branches, including the executive, judicial and legislative. The Governor has numerous powers, including the power to veto any act of the Legislature. This is as it should be, as a check is desirable on the activities of the Legislature. The Senate seems to be a branch of the Legislature to balance with the House of Representatives, so that the enactment of legislation must require the Senate's concurrence. But as a matter of fact the Senate machinery does not give complete consideration to actions of the House. Instead, it seems to be a vehicle for Labor's opponents and the opponents of numerous other agencies to use when there is a desire to defeat anything initiated by the House of Representatives. This being so, and it is difficult for any knowing person to contradict, the Federation might well consider the proposal of a unicameral Legislature. I make no recommendation for an immediate change but I do recommend that the Executive Council be instructed and authorized to study the unicameral form of lawmaking, such as exists in the State of Nebraska and make a report of their findings to the 57th convention.

In connection with the forthcoming fight with insurance companies for a State Fund for Workmen's Compensation, the delegates must face the realization that the powerful insurance groups will leave no stone unturned to defeat the Federation's proposal; nor will they be reluctant about spending

money. Therefore, the delegates in attendance at the 56th convention, most of whom were present when action was taken in favor of placing the State Fund for Workmen's Compensation on the ballot, must be prepared to devise ways and means of financing Labor's fight. The Executive Council has given this matter serious consideration and submits the warning that such a campaign cannot be carried on with the normal revenue received by the Federation, nor would the surplus in the name of the Federation be adequate to carry on such a fight. The Executive Council, therefore, unanimously recommends that the delegates take action placing an assessment of one cent per member per month on each affiliated union, such assessment to begin on September 1, 1941, and ending November 1, 1942.

During the course of the year a considerable amount of time was spent organizing new unions. Numerous appeals were received from unorganized workers which resulted in the formation of a number of unions throughout the commonwealth. Co-operation was extended to several localities in Massachusetts.

This report could not be concluded without expressing my appreciation and also the gratitude of members of the State Federation of Labor to those who have been kind and co-operative during the course of the year. On Beacon Hill we have had a limited amount of co-operation in the Senate and I am sure that when the records of our legislative activities are published, the delegates and members of affiliated unions will do their utmost to remember those friends and also those who have interfered with and defeated the legislative program of the Federation. Likewise in the House of Representatives there have been several outstanding supporters of Labor and by and large a greater percentage of members who voted with Labor than in the Senate.

I desire to call the delegates' attention to the continued support and assistance rendered by Commissioner James T. Moriarty who, although exalted to the position of Commissioner, has never forgotten his associations with the trade union movement. To him I express my deep appreciation.

It has been a pleasure to serve another year with President Morrissey and members of the Executive Council. Their help and aid have made the work of your Secretary-Treasurer somewhat easier and to Miss Agnes T. Kane I am very grateful for her constant devotion to the affairs of the Federation and her helpfulness to myself and other officers of the Federation.

Respectfully submitted,

A handwritten signature in cursive script, reading "Kenneth J. Laybo". The signature is written in dark ink and is positioned above the typed name of the signatory.

Secretary-Treasurer-Legislative Agent.

ROLL CALL VOTE — STATE FUND FOR WORKMEN'S COMPENSATION

*(Vote taken in Senate June 2, 1941 and in the House of Representatives
June 3, 1941)*

Delegates will be interested in the roll call vote on the State Federation of Labor's Initiative Petition for a State Fund for Workmen's Compensation (House Bill No. 2034). The official vote in the Senate and House of Representatives follows, which sets forth the Senators and Representatives who voted with the Federation for a State Fund for Workmen's Compensation and also those who voted against the Federation's proposal.

SENATE

YEAS.

Casey, P. Eugene
Connors, Louis B.
Dolan, Chester A., Jr.
Harrington, Joseph B.
Hogan, Charles V.
Lane, Thomas J.

MacDonald, Donald A.
Miles, Charles G.
Nolen, William E.
Stanton, George W.
Sullivan, Charles F. Jeff — 11.

NAYS.

Babcock, Frank D.
Blanchard, Arthur F.
Bowers, Richard S.
Brackman, David M.
Coolidge, Arthur W.
Curtis, Laurence
Francis, Joseph F.
Giroux, Eugene H.
Haley, Cornelius F.
Hollis, Arthur W.
Holmes, Newland H.
Hunt, Jarvis

Johnston, Thomas H.
Krapf, George W.
Lee, Robert L.
Lundgren, Harold R.
Mackay, John D.
Montminy, Joseph F.
Nicholson, Donald W.
Petersen, Tycho M.
Richardson, Harris S.
Sullivan, Bernard L.
Sullivan, Leo J. — 23.

PAIRED.

YEAS.

William P. Grant (present),
Joseph L. Murphy,

NAYS.

Mason Sears.
Charles W. Olson (present) — 4

ABSENT OR NOT VOTING.

Gunn, James A.—1.

HOUSE OF REPRESENTATIVES

YEAS.

Askin, William F.
Barbadoro, Henry D.
Barry, Thomas A.
Batal, Michael J.
Bessette, Alfred M.
Bessette, Rodolphe G.
Borsa, Stanley

Bresnahan, Daniel J.
Brooks, J. Kenney
Callahan, George James
Cameron, Colin J.
Capodilupo, Edmund E.
Cappucci, Enrico
Cawley, John M.

Desmond, Cornelius, Jr.
 Dignam, Vincent B.
 Donovan, Susan Bradley
 Dooley, Joseph W.
 Downey, Joseph H.
 Doyle, Anthony R.
 Falvey, John J.
 Fausey, John R.
 Feeney, Michael Paul
 Flaherty, John E.
 Glynn, Theodore A., Jr.
 Iris, Harvey
 Johnson, Adolph
 Jordan, Peter J.
 Kalus, Harry
 Kaplan, Charles
 Kelley, Charles A.
 Kelly, Richard A.
 Lanigan, George T.
 Law, Laurence W.
 Lunney, William C.
 Luz, Joseph F.
 Mahan, Arthur U.
 Mannering, Vincent
 Margolis, Joseph

Markley, Philip M.
 McCaffrey, Charles J.
 McCready, Thomas F.
 Miller, Charles
 Mitchell, George H., Jr.
 Neville, Michael J.
 O'Neill, Thomas P., Jr.
 O'Shea, George J.
 Pothier, Harvey A.
 Powers, John E.
 Reddy, Cornelius E.
 Rubin, Albert
 Skladzien, Charles J.
 Sullivan, Daniel F.
 Sullivan, Jeremiah J.
 Sullivan, John A.
 Sullivan, John T.
 Taylor, Robert L.
 Tobin, James F.
 Troy, John E., Jr.
 Twomey, Cornelius J.
 Walsh, George T.
 Wellen, Norman F.
 White, William E.
 Wondolowski, Stanislaus G.

NAYS.

Akeroyd, William A.
 Andrews, Theodore
 Artesani, Charles J.
 Atkinson, Samuel G.
 Babcock, Josiah, Jr.
 Backus, Robert S.
 Baker, Walter G.
 Baldwin, William A.
 Barnet, Philip
 Barrus, George L.
 Baylies, Walter R.
 Bergeron, Albert
 Bigelow, Albert F.
 Blake, Fred A.
 Brown, Clarence B.
 Brown, F. Eben
 Brown, Russell P.
 Brown, William A.
 Bruce, Archie E.
 Burgess, Arthur I.
 Burke, Harland
 Callahan, Everett E.
 Campbell, Charles J.

Campbell, Robert P.
 Capeless, Matthew J.
 Carroll, John Henry
 Chase, Perlle Dyar
 Clampit, Ralph V.
 Clark, William G., Jr.
 Clarkson, Frank
 Colby, Clarence C.
 Collins, J. Everett
 Cooke, Charles H.
 Cousens, G. Chauncey
 Coyne, Thomas F.
 Crockett, Earl G.
 Crosby, Nelson B.
 Crowley, Jeremiah D. W.
 Cusson, Clifford R.
 Cutler, Leslie Bradley
 Davis, Lawrence H.
 Dennett, Roger
 Dole, Fred B.
 Donlan, Edmond J.
 Driscoll, Charles D.
 Duggan, Henry M.

- Eldredge, Edwin F.
Endicott, Charles K.
Erickson, Sven A.
Falvey, Catherine E.
Ferguson, Charles E.
Fish, Richard H.
Fletcher, Keith F.
Foster, John F.
Foster, Paul W.
Francis, Douglass B.
French, Stephen L.
Furbush, Richard I.
Gallup, Dana T.
Gifford, Allan E.
Gott, Hollis M.
Gray, Thomas T.
Hall, Edward C.
Haworth, Lawrence A.
Hedges, Charles W.
Hollis, Theodore P.
Holman, Charles F.
Howard, J. Philip
Hutchinson, Fred A.
Hyde, William M.
Innes, Charles J.
Johnson, Ernest A.
Kelley, Francis J.
Kimball, John V.
King, Rudolph F.
Kinsella, Michael Leo
Knowles, John Q.
Lane, Myron N.
Lawrence, Walter E.
Lerche, Ralph
Lobel, Louis
Lomax, Terrance J., Jr.
Mahar, Ralph C.
McAndrews, James P.
McCarthy, Edward A.
McCarty, Paul J.
McDevitt, James P.
McDonough, Patrick J.
McIntosh, Harold B. L.
McMorrow, Philip
Milano, Joseph A.
Milne, Arthur W.
Morley, Lester B.
Norton, Newell H.
Nelson, Eric A.
Newman, Vernon C.
Nichols, Edwin H.
Nourse, Leo F.
Nyhan, Francis William
O'Donnell, Daniel L.
Padden, John T.
Palmer, Raymond P.
Parker, George A.
Parker, Haven
Partridge, Clark B.
Patrick, Loomis
Patriquin, Royal B.
Peckham, J. Austin
Pedler, Harold S.
Perkins, Oscar H.
Peterson, Herman P.
Pierce, Frederick E.
Pillsbury, Sam G.
Porter, George W.
Pratt, John D.
Priest, Benjamin B.
Ramsdell, William E.
Reed, William G.
Reynolds, James R.
Richter, Hibbard
Roach, Joseph N.
Roberts, Charles H., Jr.
Rowan, William H. J.
Scally, Gerald F.
Schlapp, Raymond W.
Sessions, William J.
Shepard, Charles E.
Sheridan, Carl A.
Sisson, Robert T.
Skerry, Michael F.
Snow, H. Edward
Southgate, J. Francis
Spear, Margaret L.
Staves, Edward W.
Steele, Avery W.
Stetson, George Ward
Stone, Everett W.
Sweeney, Eugene Joseph
Sylvia, Joseph A.
Taft, William O.
Talbot, Edmond, Jr.
Telford, Clarence F.
Tilden, Nathaniel
Tobin, Robert S.
True, Howard R.
Valentine, John H.

Vallely, James L.
Vaughan, John W.
Ward, Ira C.
White, Richard J., Jr.
Whitney, Otis M.
Whiton, Joseph L.

Whittier, Sumner G.
Willis, Frederick B.
Winslow, Henry D.
Young, Arthur E.
Youngman, Arthur L.

64 yeas; 157 nays.

AFFILIATIONS

Thirty-six unions became affiliated with the Massachusetts State Federation of Labor during the year ending June 30, making a total membership of 622 local unions and 24 central labor bodies. Although tremendous gains have been made in recent years with respect to increasing the number of unions affiliated with the Federation, there remain some locals which seem to prefer non-membership, even though many of them are required to be affiliated by their international unions.

In past years delegates have been urged to assist the officers of the Federation in their effort to encourage non-affiliated unions to become part of the Massachusetts State Branch of the American Federation of Labor. A similar appeal is made to delegates to the 56th convention. The local contacts that can best be made by delegates from the numerous communities should be made and the value of being affiliated carefully outlined. If such assistance is rendered no doubt the number of unions affiliated with the Federation will rapidly increase.

The new affiliations are:

DISTRICT I

American Federation of State, County, and Municipal Employees No. 39-3, Boston.
Compressed Air Workers Union No. 88, Boston
Federal Labor Union No. 22179, Boston (Brush Makers)
Federal Labor Union No. 22280, Boston (Designers)
Malden Central Labor Union
Meat Cutters Union No. 75, Boston
Retail Clerks Union No. 1114, Boston

DISTRICT II

American Federation of State, County and Municipal Employees No. 39-2, Fall River
Building Laborers Union No. 385, New Bedford
Carpenters Union No. 1531, Rockland
Ladies Garment Workers Union No. 178 Fall River
Ladies Garment Workers Union No. 242, Brockton
Machinists Union No. 1451, Quincy
Plumbers and Steamfitters Union No. 275, Quincy
Railway and Steamship Clerks Union No. 899, New Bedford
Street Carmen's Union No. 1230, Plymouth
United Textile Workers Union No. 2192, Taunton

DISTRICT III

American Federation of State, County and Municipal Employees No. 39-1, Lowell
Bartenders Union No. 290, Salem
Boilermakers Union No. 371, Lowell
Federal Labor Union No. 22451, Lawrence
Hotel and Restaurant Employees Union No. 56, Lynn
Meat Cutters Union No. 342, Framingham
Plumbers Union No. 400, Lowell
Rubber Workers Federal Labor Union No. 21914, Watertown
United Hatters, Cap and Millinery Workers Union No. 87, Amesbury
United Soap, Glycerine and Edible Oil Workers Union No. 22309, Lawrence

DISTRICT IV

American Federation of State, County and Municipal Employees No. 39-4, Worcester
Electrical Workers Union No. 256, Fitchburg
Milford Central Labor Union

DISTRICT V

American Federation of State, County and Municipal Employees No. 39-5, Springfield
Carpenters Union No. 222, Westfield
Etchers and Lithographers Union No. 487, Westfield
Operating Engineers Union No. 98, Springfield
Public School Janitors and Custodians Union No. 35, Springfield.
Silk and Rayon Workers Union No. 1929, Holyoke

REGIONAL CONFERENCES

During the course of the year Regional Conferences were conducted as usual. Pursuant to the policy of meeting in different cities within the districts, the following schedule was used: March 2, Worcester; March 7, Boston; March 9, Fall River; March 16, Springfield; March 23, Lawrence; March 30, Brockton, and April 16, Fitchburg.

The main purpose of these Regional Conferences is to have activities of the Federation outlined in detail to representatives of affiliated unions in attendance. Each conference was attended and addressed by President Morrissey and Secretary-Treasurer Taylor during which the legislative program was carefully outlined and discussed and other activities of the State Federation of Labor were explained.

It is becoming increasingly certain that these Regional Conferences serve a splendid purpose in that they give the officers of the Federation an opportunity to meet with the active interested representatives of affiliated unions within the several districts. Likewise it gives an opportunity to those present to learn and in return explain to their membership the various activities in which they have an interest.

As in past years, Bernard Wiesman, Field Representative of the Social Security Board, attended these conferences and explained the new changes to

the Social Security Act and was always available to help solve any social security problems to those in attendance or those whom they represent might have. And also a representative of the Workers Education Bureau of America, George M. Fitzgerald, attended and briefly outlined the purposes and activities of the Workers Education Bureau.

The usual and complete co-operation of the Vice-Presidents and central labor bodies was extended and in no small way is responsible for the success of these conferences. The officers of the Federation express their sincere thanks to all who contributed to making arrangements.

REPRESENTATION OF AFFILIATED UNIONS

Last year the 55th convention adopted Resolution No. 29 which dealt with the matter of more representation for small unions at the annual convention. The resolution contained instructions requiring the Executive Council to study the matter and report to the 56th convention.

During the course of the year the Executive Council has studied the proposition. At one of its sessions Aaron Velleman, Business Agent of the Stenographers, Typists and Bookkeepers Union No. 14965, and one of the sponsors of the resolution, was invited to give his views relative to this proposition.

At present the constitution of the Federation allows representation at its annual convention on the following basis: "Each union of 200 members or less attached to a national or international union, when one is in existence, shall be entitled to one delegate and an additional delegate for each additional 200 or a majority fraction thereof." Under this proportionate representation plan a union with a small membership is entitled to one delegate, allowing every affiliated union at least one delegate. Such a means of determining representation seems to be quite universal and difficult to improve upon.

Based on the universal practice the larger unions, of course, are allowed an additional delegate for each 200 members or a majority fraction thereof. This method of providing representation at conventions of the Massachusetts State Federation of Labor has been in effect for a number of years and has apparently been satisfactory. It would be difficult to increase the representation of small unions without giving consideration to increasing representation to other affiliated organizations. Then, too, it must be borne in mind that a problem more important than this one is to have small unions that are entitled to only one delegate, actually send the one delegate. Since affiliated unions seem to be satisfied and adequately represented, it is the recommendation of the Executive Council that no change be made in the constitution with respect to amending the section dealing with representation at annual conventions.

DEFENSE BONDS

Unions affiliated with the Massachusetts State Federation of Labor have all received communications from some agency, including the American Federation of Labor, encouraging the purchase of defense bonds. It is important that workers give serious consideration to this splendid means of saving and also to this way of assisting in financing a tremendous national defense program which is so essential. From an economic standpoint, workers

must realize that the time is near at hand when their increased earnings must be saved, instead of spent on consumer goods that will become increasingly scarce. Within a short time many of the commodities that people with increased purchasing power may want to buy will be limited, due to the change-over of more manufacturing establishments to products essential to national defense. If workers insist on spending their added or increased earnings on commodities that will soon become hard to obtain it will only mean that prices will increase and inflation will set in. Hence, the increased purchasing power will mean little or nothing.

Voluntary saving through the purchase of the defense bonds, which will mature in 10 years, seems to be the logical way of a worker preserving the increased earnings which will be his during this period of artificial prosperity. In this connection the Executive Council feels that the Federation should help set the pace and encourage local unions and members throughout the commonwealth to make such purchases by appropriating a sum great enough to purchase \$10,000 worth of national defense bonds. This is a recommendation in which the members of the Executive Council unanimously concurred and it is the hope of the Council that the delegates in attendance at the 56th convention will see fit to authorize the Secretary-Treasurer to make such a purchase.

SOCIAL SECURITY

In reviewing the progress in the administration of social security programs which is summarized under the following sections on old age and survivors insurance, employment security and public assistance, it seems clear that the early operating difficulties have been overcome and that smooth handling of ordinary claims can confidently be expected as a routine affair.

In this report, however, we must avoid complacency with past progress. To the question, "Are present systems of social security meeting the major needs of American workers and their families?" we must frankly admit that the answer is "No—the task has only begun."

Even though the necessities of the defense program make it difficult to focus public or congressional attention upon the less dramatic problems of ordinary human needs, we may properly demand that the Congress take action to prepare today for tomorrow's needs.

The urgency of preparation for adequate social security is rivalled only by its timeliness. Much fear is being expressed of inflation and of excess purchasing power for consumer goods which may be unobtainable because of defense requirements. To expand social insurance programs during boom employment conditions is the essence of prudence because it prepares a deep defense line against the shocks of post-defense slumps even while it restrains the defense period inflation by diversion of a portion of current income.

Social security is our insurance for the community just as much as for the individual. Congressional preoccupation with defense measures should stimulate and not retard the enactment of needed new services and expansion of existing provisions.

Old Age and Survivors Insurance has now been in the benefit payment stage for one and a half years. Its extreme value is duly evidenced by the hundreds of thousands of families who are drawing, as a matter of right,

monthly insurance payments to compensate for the wage loss caused by the death or old age of the family breadwinner.

Old-Age and Survivors Insurance Benefits

(Rate of Monthly Insurance Payments in Massachusetts Under Social Security Act)

	Rate of Monthly Insurance Payments as of April 1, 1941		As of Jan. 1, 1941	
	Number of bene- ficiaries	Monthly benefit rate	Number of bene- ficiaries	Monthly benefit rate
Benefit payments	16,004	\$310,507	12,832	\$250,463
Benefits to retired wage earners.....	8,710	204,130	7,210	169,489
Benefits to wives (age 65 or over) of retired wage earners	2,662	33,572	2,164	27,295
Benefits to widows (age 65 or over) of de- ceased wage earners	476	9,897	303	6,260
Benefits to widows with children of deceased wage earners	1,198	24,470	905	18,427
Benefits to children of deceased or retired wage earners	2,915	37,848	2,222	28,599
Benefits to wholly dependent aged parents of deceased wage earners not survived by widows or young children	43	590	28	393

Three major defects in the operation of the present system are apparent on the basis of operations to date.

1. Only about 35 million wage earners of an estimated 50 to 55 million are covered under the present system and even many of them are not obtaining sufficient coverage for reasonable protection. The solution is obvious. The present exemptions should be removed completely with the sole exception of those public employees who are protected by sound retirement programs. Even for this latter group, some co-ordination to permit interchange of wage credits is essential as a matter of sound public policy because of the large numbers who are constantly shifting from public to private employment and vice versa.

2. The present law makes insufficient provision for aged parents even though the Social Security Board has liberalized the law substantially by its interpretations. While the cost would be substantial, we believe that monthly insurance payments to aged parents should be made on the same basis as to widows or young children without any test of dependency provided that payments be restricted to those who had been receiving some support from the wage earner and be limited so that duplication of such payments might not occur.

3. The limitation upon earnings of beneficiaries to less than \$15.00 per month is unduly harsh. At least double that amount should be permitted and the severity of the double penalty in cases of failure to disclose such earnings should be mitigated.

Disability Insurance is severely needed if social security is to offer any real protection to the worker and his family. So long as it is possible for a totally disabled worker to lose his family protection under old age and survivors insurance, the lack of disability insurance stands as a major weakness in the social security program.

Workers who have lost time from work because of illness have learned that unemployment compensation is limited to those who are able and avail-

able for work. The worker who is deprived of his pay envelope through illness is really in a much more serious need for insurance than the able-bodied unemployed man or woman because he faces doctor's bills, medicines, etc. In fact, it has been shown that many workers jeopardize their health seriously by remaining at work because of the need for earning the family income when they need to be home under doctor's care.

We believe that, especially during a period of urgent national defense effort, every available step should be taken to finance workers against total or temporary disability due either to accident or injury. While some arguments may exist for segregating compensation for industrial accidents, we believe that the public welfare would best be served by the immediate establishment of federal social insurance against loss of wages due to total or temporary disability. The basic machinery for operating such a system already exists through the tax collecting and wage recording systems under Social Security.

Employment Security is now operated under 51 varieties of state plans. Unemployment compensation is now being paid in Massachusetts with reasonable speed and efficiency under the limitations of a highly anti-social law. The extremely inequitable provisions of the Massachusetts unemployment compensation law are in part a consequence of the eagerness to divert tax income to the benefit of affluent employers through the vicious experience rating scheme. Massachusetts may soon be granting one-third to one-half as much money to employers as to unemployed workers whose families need money to purchase the necessities of life. The money that workers spend is paid in large extent to the prosperous big businesses which hereby enjoy sufficiently steady employment to avoid having to pay their proper share into the job insurance pooled fund.

Details as to our criticism of unemployment compensation are to be found in the long list of amendments filed by the Federation and opposed by the reactionaries. These are listed in the Secretary-Treasurer's report.

Employment Service operates much more closely upon a federal pattern through the standards established under the terms of the Wagner-Peyser Act. The rapid progress made during the past year in the use of the free state employment service seems due primarily to labor shortage in many defense industries but also to the fact that the employment service personnel were finally released from their previous almost total assignment to unemployment compensation claims work. The progress is encouraging to all of us who have long insisted that an unemployed worker should not have to pay a week's salary to a commercial agency for a successful referral slip to an employer. Almost the entire administrative costs of administering employment security are defrayed by federal grants under the Social Security Act.

Public Assistance now is operated on a federal-state basis. The need for more adequate state financing of old age assistance is covered in the Secretary-Treasurer's report in which the campaign to raise the "minimum" in Massachusetts from \$30 to \$40 a month is described. The need for more liberal funds for aid to dependent children is equally great but less well understood publicly. Aid to the needy blind, of course, involves a much smaller expense. But while increasing costs of old age assistance and aid to dependent children will soon taper off and begin to decrease because of monthly payments under the Federal Old Age and Survivors Insurance provisions of Social Security, a vast field of human need remains almost untouched.

In one or two states a few cents a week may be the amount of aid furnished to the middle aged man who is out of work and not covered by job insurance. If he were 65 he might get at least several dollars a month because the Federal Government provides half of the cost of old age assistance and state legislators seem to listen to the pressure of the more vocal organized groups of the aged.

To correct this intolerable situation, made much worse by the severe cut in WPA appropriations, plans have been discussed and substantially supported by thoughtful groups for federal grants for financing direct relief on the same basis as the present three public assistance plans.

Public Assistance Payments in Massachusetts

(Financed by Federal, State and Local Funds — April, 1941)

	<i>Amount</i>	<i>Number of Recipients</i>	<i>Average Payment</i>
Old Age Assistance	\$2,524,496	86,921	\$29.04
Aid to Dependent Children	742,918	31,635	57.97 (per family)
Aid to Needy Blind	27,706	1,176	23.56

General Relief Payments

(Financed by State and Local Funds — April, 1941)

Number of Cases Receiving Relief	45,135
Total Amount of Payments	\$1,181,676
Average Payment per Case	\$26.18

Information Service about the federal social security program and the state employment security program will be available to delegates at the convention through exhibits and pamphlets furnished by the respective agencies through Bernard Wiesman representing the Social Security Board and Fred J. Graham representing the Massachusetts Division of Unemployment Compensation. Their helpfulness has been continued throughout the past year as in years previous. Statistics as to operating results supplied by them are listed in the following pages. We call attention to their availability at the convention or at local union meetings to discuss questions on these subjects in which the members of affiliated unions should take close personal interest.

UNEMPLOYMENT COMPENSATION

The following is an outline of the activities of the Division of Unemployment Compensation. The several tables set forth claims received and benefits paid by the Division. Another interesting table shows the balance in the Unemployment Compensation Trust Fund.

During the year from July 1, 1940 to June 30, 1941 the Division of Unemployment Compensation received \$39,874,081.53 in contributions and penalties and during the same period of time paid out \$25,229,313 in benefits, which includes the payment of partial benefits.

Claims Filed

(July 1, 1940 - June 30, 1941)

The following table sets forth claims filed with the Division each month since July 1st, 1940 and also sets forth the number of continued claims for each month since that date:

	<i>Initial Claims</i>	<i>Continued Claims</i>
July, 1940	57,916	484,526
August	49,422	328,569
September	44,545	278,200
October	53,965	237,911
November	42,417	210,506
December	51,089	239,350
January, 1941	41,667	217,834
February	24,663	172,811
March	24,739	161,155
April	70,769	216,338
May	32,593	219,376
June	31,127	222,914
Total	524,912	2,989,490

Benefit Payments

(July 1, 1940 - June 30, 1941)

During the course of the year ending June 30, 1941, idle workers received \$25,229,313 in benefits. The average check amounted to \$10.01 and the number of checks issued by the Division was 2,520,579. The following table sets forth in detail for each month the number of checks, the average amount of each check and the total amount of benefits paid:

	<i>Number</i>	<i>Amount</i>	<i>Average Amount Per Check</i>
July, 1940	371,038	\$3,721,843	\$10.03
August	347,619	3,530,718	10.16
September	244,665	2,491,069	10.18
October	199,903	1,976,416	9.89
November	198,109	1,893,514	9.56
December	184,660	1,775,192	9.61
January, 1941	204,880	2,012,117	9.82
February	154,421	1,588,288	10.28
March	136,199	1,419,652	10.42
April	122,306	1,262,343	10.32
May	177,527	1,788,024	10.07
June	179,252	1,770,137	9.89
Total	2,520,579	\$25,229,313	\$10.01

Payment of Partial Benefits

(October 1, 1940 - June 30, 1941)

Prior to October 1, 1940, workers who were employed part time at their usual occupation were not eligible for benefits under the Unemployment Compensation Law. If such work were considered casual or otherwise different from their customary occupation and amounted to less than \$5, a worker could receive his full benefits. Because of this obvious injustice, the

Federation filed legislation providing for the partial payment of benefits, which means that a worker on part-time employment may apply for and receive the difference between his earnings and the amount he would receive if totally unemployed. Since the amendment to the law took effect, 159,025 partial payment checks have been issued by the Division amounting to the total sum of \$875,540. The following table sets forth the number of checks and the amount paid each month since October 1st, 1940:

	<i>Number of Checks</i>	<i>Amount</i>
October, 1940	16,594	\$ 95,341
November	31,937	181,831
December	31,326	173,152
January, 1941	29,259	160,615
February	14,055	74,884
March	11,847	62,924
April	8,477	44,428
May	6,936	37,722
June	8,594	44,643
Total	159,025	\$875,540

Trust Fund

(July 1, 1940 - June 30, 1941)

On June 30, 1941, the Unemployment Compensation Trust Fund amounted to \$90,246,385.60. The balance seems to be definitely on the increase, although when experience rating for employers takes effect on January 1, 1942, it can be expected that the contributions will decrease and probably amount to less than the total amount of benefits paid. This will probably cause the balance to start decreasing until it reaches the highest amount paid in contributions during any one year during the past ten.

The following table shows the amount of contributions paid and the balance now in the fund:

	<i>Contribution. and Penalties</i>	<i>Interest from U. S. Treasury</i>	<i>Benefit Payment (Net)</i>	<i>Balance in Fund*</i>
July, 1940	\$3,136,751.31		\$3,716,807	\$75,319,838.34
August	5,901,157.51	\$478,361.14	3,522,337	78,177,019.99
September	117,663.66		2,486,250	75,808,433.65
October	3,155,058.71		1,972,200	74,678,566.79
November	6,007,148.41	469,385.61	1,887,388	79,267,712.81
December	205,201.32		1,771,648	77,701,266.13
January, 1941	3,896,858.34		2,007,643	79,590,481.47
February	6,104,897.05	469,862.19	1,582,921	84,582,319.71
March	104,533.90		1,408,497	83,278,356.61
April	3,978,324.78		1,245,297	86,011,384.39
May	7,156,231.67	501,158.67	1,775,500	91,893,274.73
June	110,254.87		1,757,144	90,246,385.60
Total	\$39,874,081.53	\$1,918,767.61	\$25,133,632	

*During the month of October, 1940, there was deducted from the Fund the sum of \$2,312,725.57, which was transferred to the Railroad Unemployment Insurance Account in accordance with section 13 of the Railroad Unemployment Insurance Act

Board of Review

Under the reorganization bill enacted during the 1939 session of the General Court, a Board of Review was created within the Division of Unemployment Compensation but not subject to the supervision of the Director. It operates as an independent quasi-judicial body and considers appeals taken from initial determinations in local offices. During the course of the year ending June 30, 1941, the following cases were received and disposed of:

Report of the Appeals Received and Disposed of

New Cases received during the year.....			4128
(July 1, 1940—June 30, 1941)			
Allowed in local office	830	(20%)	
Denied in local office	3298	(80%)	
Cases Disposed of			3417
Allowed	1140	(33%)	
Denied	1997	(58%)	
Withdrawn by the claimants or closed because of the failure of interstate claimants to follow up their claims	280	(8%)	

The following analysis of the appeals sets forth interesting reasons for the denial of benefits by local offices:

Voluntary Quit	1741	Partial Employment	7
Capable and Available	306	Suitable Work	19
Labor Dispute	1301	Referral	4
Wage Record	256	Insufficient Earnings	2
Discharge	8	Self Employment	2
Work Available	14	Eligibility	14
Independent Contractor	24	Procedure	5
Pension	11	Jurisdiction	2
Odd Jobs	91	Miscellaneous	98
Status	142		
Total Unemployment	81	Total	4128

Advisory Council

The duties of the Advisory Council are to consider and make recommendations on legislation pending in the Legislature and to advise the Director of the Division of Unemployment Compensation. Each member received a per diem of \$15 for not more than 100 days, giving each member a salary of \$1,500 a year, plus expenses. The Council is made up of two representatives of employers, two of employees and two of the public.

The Federation should be concerned, of course, about the activities of the Council as such, but more especially interested in the activities of the two alleged labor representatives. Other than one or two recommendations of the Advisory Council which coincided with petitions filed by the Massachusetts State Federation of Labor, the Advisory Council, including the employee representatives, has opposed the numerous amendments to the Unemployment Compensation Law filed by the Federation. Wage earners of Massachusetts are so poorly represented on the Council that President Green felt constrained to communicate with them, a copy of President Green's letter being as follows:

Mr. Joseph J. Cabral
14 Hardwick Street
Cambridge, Massachusetts
and

Mrs. Mary M. Riley
86 Mt. Vernon Street
Dorchester, Massachusetts

February 28, 1941.

Dear Mrs. Riley:

It has come to my attention that the Massachusetts Advisory Council of the Division of Unemployment Compensation recently submitted a report which recommends that Congress make no changes in the law in the direction of establishing Federal benefit standards and eliminating experience rating. I was surprised that the labor representatives on this Council did not submit a minority report opposing this recommendation.

You probably know that the McCormack Bill which was introduced last year was endorsed by the American Federation of Labor and supported by the Massachusetts State Federation of Labor. In view of the fact that organized labor has officially taken the position that Federal standards are essential in providing a satisfactory unemployment compensation system for the workers of this nation, we feel that labor representatives on an Advisory Council should present that view.

I should be glad to know in what sense you interpret your position as labor representative on this Council. The American Federation of Labor believes that labor representatives should, in carrying out their function in each state, keep in close touch with the officers of the State Federation. Only in this way can they really represent labor.

Fraternally yours,

Wm. GREEN, President,
American Federation of Labor.

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It should be realized that the Advisory Council is the bottleneck which interferes with the Federation's normal progress in connection with perfecting the Unemployment Compensation Law. After public hearings, the Committee on Labor and Industries awaits the advice and recommendations of this Council, which usually reach the State House some time shortly before prorogation. Then, no further hearings are held and their recommendations are brought into the Legislature by way of the Committee on Ways and Means in an omnibus bill, which would take weeks to digest at a time when there are but a few days of the session left.

It is recommended that the incoming Executive Council be authorized and instructed to consider the activities of the Advisory Council of the Division of Unemployment Compensation and especially the activities of the alleged employee representatives and if, in the judgment of the Executive Council, their findings warrant, the employee representatives should be invited to appear before the Executive Council to show cause why the Federation should not ask the Governor for their removal.

Unfortunately members of the Legislature rely too heavily upon the Division of Unemployment Compensation for advice with regard to changes in the law. It seems to be a dangerous trend to permit the authority and prerogatives of the Legislature to be usurped by a department. No other department imposes its views or exerts its influence or endeavors to lobby for or against legislation affecting the laws which it is obliged to administer. In the case of unemployment insurance, it appears that petitioners have little to say as to the needs of workers of Massachusetts. Instead, workers must depend upon the generosity of the officials of the Division of Unemployment Compensation who are frequently looking at proposed betterments from the point of view of how much their work and responsibility would be increased.

DEPARTMENT OF LABOR AND INDUSTRIES

Commissioner James T. Moriarty continues to be in charge of the state agency which is most important to Massachusetts workers—the Department of Labor and Industries. His appointment by Governor James M. Curley in 1935 and his reappointment by two succeeding governors indicates rather clearly that the department is in good and efficient hands.

The following is a summary of the activities and purposes of the several divisions in the Department of Labor and Industries, which will no doubt be of interest to those attending the 56th convention.

Division of Industrial Safety

Chapter 149 of the General Laws provides many provisions designed to protect the wage earner. During the year ending November 30, 1940, a total of 70,440 visits of various kinds were made by the inspectional force of the division in the course of policing the labor laws. During this period 36,399 establishments employing 706,890 persons were inspected. Of this number 24,789 were mercantile establishments, 5,120 mechanical establishments, 4,773 manufacturing plants, and 1,717 other establishments. Over the same period 10,541 written orders and 9,727 verbal orders were issued to various concerns to correct violations that were found to be existing in the respective plants. Complaints investigated by the inspectors of the Division totaled 1,703 in the past year, 1,660 of these complaints were filed by individuals, and 43 by labor unions and other co-operative agencies. All of these complaints were investigated and 886 were found to be justified and were corrected.

In the past year, 744 industrial accidents were promptly investigated by our inspectors and the proper measures were taken to prevent the recurrence of these accidents. To this Division has also been assigned the enforcement of the weekly payment of wages statute, and through the medium of this statute a valuable service has been rendered to the wage earners of the Commonwealth, particularly in the lower brackets. During the past year \$63,454.83 was collected and distributed among 2,010 wage earners.

The law making it mandatory to license all painting rigging and that an employee with a rigger's license be located on the job at all times has proven a great benefit not only to the employee, but to the employer as well. The employee has benefited because of the reduction of accidents of all kinds heretofore caused either by bad equipment or by the setting up of rigging

by men who were not qualified. The employer's benefit has been derived from the substantial reduction in the premiums paid for his compensation insurance.

During the past few months the requirements of this Division have been tremendously increased because of increased employment brought about in great part by National Defense production. In this period there has been considerable pressure brought upon the Department in various ways by concerns engaged in National Defense production seeking exemptions from our State labor laws, but in no case have these exemptions been granted, and the workers employed on National Defense are receiving the full protection of our State labor laws.

Division of Minimum Wage

According to the latest available figures approximately 500,000 women and minors are directly concerned with the Massachusetts Minimum Fair Wage Law which covers 25 occupations. However, in view of the increasing demand for women and minors in defense industries, especially the wearing apparel occupations, the number of persons affected by the state minimum wage law at this time is undoubtedly larger.

The work of enforcing the Massachusetts Minimum Fair Wage Law is carried on by a staff of six investigators. Systematic visits are made to the various establishments covered by wage orders to check on the actual wages received, the accuracy of the records kept and to explain, in many instances, the proper manner of keeping records. In the case of employees who are handicapped by reason of mental or physical deficiency or age, these inspectors interview the employees at work to determine the degree of handicap suffered and to report on the justification of a special license permit authorizing the worker to be employed at less than the established minimum.

Because of the limited personnel it has not been physically possible to visit every establishment in the State which has been brought within the scope of the State minimum wage law. However, complaints of low wages in factories or in homes are investigated and adjustments are effected or retroactive wages collected when such complaints are warranted. During the past year 34,140 records were secured in 2,235 establishments. From 1940 to date \$15,453.68 has been collected in retroactive wages and distributed to 857 women and minors.

During 1940-1941 two wage boards have met and have submitted reports. Upon the petition of the Stenographers' Union, American Federation of Labor; the Office Workers' Wage Board was convened on April 3, 1940 and on August 1, 1941, the order will become mandatory. This order alone affects at least 150,000 women and minors. The Restaurant Wage Board has submitted its second report and a public hearing will be held thereon in the near future.

Conciliation and Arbitration

During the past 18 months, the number of cases coming before the State Board of Conciliation and Arbitration has increased considerably. During 1939 there were 325 applications for arbitration as against 315 in 1938. During the same period there were 380 cases of conciliation as against 311 during 1938.

For the first eight months of the fiscal year of 1941 there were 234 arbitration cases as against a total of 325 for twelve months in 1940, and during the first eight months of the fiscal year of 1941 there were 285 conciliation cases, as against a total of 380 for the whole twelve months of 1940.

One investigation was made on complaint of the Building Maintenance Employees Federal Union to determine and place the blame for a stalemate in negotiations for a contract with the operators of a number of large Boston buildings. The Board held several largely attended public hearings, and afterwards published its findings, holding that the employers were responsible for the failure of the parties to reach an agreement.

Space does not permit a detailed list of the large number of cases which have been settled by this Board, but the records show that this state continues to show less man hours lost through strikes than any similar industrial state in the country.

The total number of strikes which occurred in Massachusetts in 1940 was 104, or 12 less than the number (116) in 1939 and the number of workers involved in strikes which occurred in 1940 was 21,911, which was less by 12,921 than the number of workers involved in strikes which occurred in 1939. The number of man-days idle on account of strikes which occurred in Massachusetts in 1940 was 256,025, which was less by 108,392 than the number of man-days idle as a result of strikes in 1939.

In 1940 the number of workers involved in the 104 strikes in Massachusetts (21,911) constituted 3.8 per cent of the total number (576,988) involved in all strikes in the United States in that year; and the number of man-days idle as a result of strikes in Massachusetts in 1940 also constituted 3.8 per cent of the total number of man-days idle (6,700,872) as a result of strikes in the United States.

Nearly all of the strikes in Massachusetts in 1940 were in other than defense industries. In 1940 nearly half of the strikes in Massachusetts were for union recognition and nearly all of the other strikes were for increases in wages and reduction in the hours of labor.

Division of Standards

The Division of Standards enforces the law in relation to weights and measures which, in addition to consumer protection, includes the testing of devices used for determining wages or compensation for labor performed. It promulgates regulations in relation to the following: manufacture and sale of bread; marking of food in package form; leather measuring machines; manufacture and sale of clinical or fever thermometers; taxi meters and odometers; prescribes methods of measurements of shingles; examines measures of leather to determine fitness; sets up specifications and tolerances for all types of weighing devices and exercises approval authority over all types of such devices, and approves types of paper or fibre cartons used as measures. It calibrates standard weights for officials of all cities and towns of the Commonwealth; licenses hawkers and peddlers and transient vendors; enforces the law relative to the quality and sizing of anthracite coal, and maintains a laboratory for weights and measures.

The Division on the Necessaries of Life

The Division on the Necessaries of Life under statutory authority studies and investigates the circumstances affecting the price of fuel and gasoline and other commodities which are necessities of life and may inquire into all matters relating to the production, transportation, distribution and sale of such commodities with quasi-Judicial power to summon parties and records, conduct hearings, and publish findings. It also studies and investigates the circumstances affecting the charge of rent of living quarters; publishes monthly a "cost of living index" for the State which includes the elements of food, clothing, shelter, fuel, light and sundries, and periodically compiles and publishes statistics showing receipts and distribution of coal. It licenses retail dealers of gasoline, enforces the law against adulteration, substitution and misbranding of gasoline and oils, including the quality of gasoline. It maintains a testing laboratory for analysis of gasoline and lubricating oils.

Divisional of Occupational Hygiene

Principally because of the speeded industrial tempo caused by the national defense program, the work-load of the Division of Occupational Hygiene shows a greater increase in 1941 than in any previous year since it was established. While the state budget has made no provision for personnel expansion in the last seven years, it has fortunately now been possible to secure federal funds to enable substantial additions to the staff, offices and laboratory facilities to meet the increasing load. Thus the division's working force, which up to the spring of 1940 stood at the original 1934 figure of five, has in the last year been augmented by a physician, four chemists, two engineers and three general clerical and stenographic workers. Additional to these are a varying number of part-time WPA and NYA laboratory and office assistants.

Current activities of the division are well described in the following quotation of a divisional bulletin from a recent issue of Boston Business:

"The great increase in manufacturing activity incident to the national defense program is bringing new health problems to industry and aggravating many of the old ones. Typical causes are (1) introduction of potentially dangerous chemicals new to the plant's experience, (2) stepping-up a hitherto safe process to the point where it becomes hazardous, (3) assignment of jobs involving risk to health of inexperienced workers, (4) vitality lowered by fatigue, with consequent inefficiency and absenteeism, and (5) 'short cuts' in employment, safety and medical procedure, due to failure of these services to keep up with physical expansion."

Occupational health hazards of major interest recently investigated include those related to arc welding in the shipbuilding industry, radium painting of dials for airplane instruments, use of mercury-carroted fur in felt hat manufacture, and anthrax in the leather and brush making trades. The division is represented on a committee of the New York State Labor Department engaged in drawing up rules for the prevention of radium poisoning in dial painting and participated in a meeting called by the Public Health Service in Washington at which representatives of Labor, industry, federal and state governments drew up an agreement to outlaw mercury from the felt hat trade as of next December.

LABOR INJUNCTION

The past year has seen the greatest step forward in the field of fair play to Labor in the equity courts in the history of the United States. In the past, states, including our own, have passed anti-injunction legislation only to have it nullified and emasculated by the courts.

On February 10, 1941, the reconstructed United States Supreme Court handed down two decisions which squarely met the issue of whether or not unions can picket establishments where none of the employees involved are members of the union that is doing the picketing, and where the employees have no dispute with their own employer. In the case of the American Federation of Labor vs. Swing, the Illinois state court had enjoined the picketing under the rule Massachusetts has been using, namely: that "peaceful picketing is unlawful when conducted by strangers to the employer (i.e., where there is not a proximate relation of employees and employer)." The United States Supreme Court overruled the injunction and said that it violated the Constitution of the United States, Fourteenth Amendment, which prevents states from depriving citizens of "liberty" which they interpreted to include the right of peaceful picketing. Here there was no violence either on the picket line or anywhere else connected with this situation. Nor was there any "mass picketing." The Supreme Court said: "A state cannot exclude working men from peacefully exercising the right of free communication by drawing the circle of economic competition between employers and workers so small as to contain only an employer and those directly employed by him. The interdependence of economic interest of all engaged in the same industry has become a commonplace. . . . The right of free communication cannot therefore be mutilated by denying it to workers, in a dispute with an employer, even though they are not in his employ."

On the same day, the United States Supreme Court handed down another decision which merits a word of caution. In Milk Wagon Drivers' Union of Chicago vs. Meadowmoor Dairies, the Supreme Court upheld an injunction where there was violence, even though the violence did not occur on or near the picket line, and even though the union officials testified that they had warned against violence and that they had not directed it or been in favor of it. The decision held that a state court can "enjoin acts of picketing, in themselves peaceful, when they are enmeshed with contemporaneously violent conduct." The court did say that "peaceful picketing is the workingman's means of communication." But the court added: "But utterance in a context of violence can lose its significance as an appeal to reason . . . such utterance was not meant to be sheltered by the Constitution."

In the Meadowmoor case the picketing was peaceful, but was enjoined because it was "set in a background of violence." Here the union officials denied that they were responsible for the violence, and indeed testified that they gave orders against violence. But this did not make any difference because the court said: "A state is not to be treated as though the technicalities of the laws of agency were written into the Constitution."

Another interesting point is suggested in the Meadowmoor case, because the picketing there was in the nature of a secondary boycott. The Milk Wagon Drivers' Union picketed stores that sold milk under the "vendor" system. The employees in the store were not eligible to join the union, but the union

picketed with signs saying that the store was "unfair to organized labor." As stated above, the injunction was granted because there was violence, but it was clearly intimated by the court that if there were no violence there would be no injunction and that the injunction would be removed when the effect of the violence wore off, thereby indicating that the secondary boycott picketing would be permitted if peaceful.

This theory was followed by Mr. Justice Fosdick of the Superior Court of Massachusetts, when he allowed the strikers from the Lewis Candy Company in Malden to picket the stores of Lord's Candy Company in Boston, although there was apparently no connection between the two corporations and the clerks in the candy stores were not eligible to join the union at the Lewis Candy Company in Malden. This principle was also recognized by Mr. Justice Forte when he upheld the right of the New Bedford Teamsters' Union to picket a non-union trucker by means of picketing at various places where the trucker loaded or unloaded.

Despite these revolutionary changes in the position of our courts, the Massachusetts Legislature refused to pass the Peaceful Persuasion Act which would have put into our state law as statute merely these rights guaranteed by the Fourteenth Amendment, and which would have made clear to policemen and police captains and district court judges throughout the Commonwealth exactly what the law is.

HOUSING

During the past year emphasis by the federal government has been put upon housing for the defense workers and the civilian and enlisted personnel at the army camps and air fields.

The program for Massachusetts is as follows:

UNDER CONSTRUCTION, COMPLETED, OR APPROVED

<i>Location</i>	<i>Establishment</i>	<i>Dwelling Units</i>
Boston*	Navy Industrial	873
Chicopee	Westover Field	200
Ayer	Fort Devens	300
Squantum	Navy Air Base	50
North Weymouth	Navy Industrial	177
Chicopee	Defense Industrial	300

*Completed project acquired from Boston Housing Authority.

Since our last report there has been one new local Housing Authority established in the city of Peabody. Efforts were made in Springfield and Lynn to promote Authorities but the opposition was so great that a tie vote of the city council in both cases defeated them.

Following is a list of the active local Authorities together with the work in process or completed:

	<i>Number of Projects</i>	<i>Number Dwelling Units</i>	<i>Approximate Total Cost</i>
Boston	9	6400	\$34,881,355
Cambridge	1	324	1,915,121
Chicopee	1	250	1,159,000
Fall River	2	579	2,726,529
Holyoke	2	383	1,999,281
Lowell	1	536	2,940,869
New Bedford	2	400	1,984,985
Lawrence	1	292	1,586,632
	19	9164	\$49,193,772

At this time, seven projects are complete; eight are under construction, and four are in the planning stage. The average building construction cost throughout the state was: Per dwelling unit, \$3239; per room \$742.

It is evident from the above, that there was great activity during the year 1940 and that this will continue through 1941. With the exception of a possible additional project in Peabody, the appropriations under this program have been exhausted. It is hoped, however, that additional monies will be provided by the federal government to continue this program after the present emergency has passed, and in this way, provide post war employment.

The following Housing bills sponsored by the State Housing Board were presented to the General Court and received our active support:

House Bill No. 70—This bill was necessary because of the danger of the federal government coming into Massachusetts and building defense housing without any local control. Responsible Housing Authorities had been established in many cities, and it was felt that any housing built should be handled by them, if possible. It was questionable under the Massachusetts law whether this could be done. This bill which was enacted after a great deal of opposition as Chapter 317 of the Acts of 1941 will make it possible for local Housing Authorities, in co-operation with the federal government, to build and manage defense housing projects.

House Bill No. 71—This bill was necessary because of an Act of Congress which prohibited the payment of funds to any Housing Agency which had not adopted regulations under state law, prohibiting acceptance as a tenant in a housing project any person other than a citizen of the United States. There was in Massachusetts an inconsistency between the state and the federal statutes and this threatened to hold up the entire housing program. The enactment of this bill as Chapter 269 of the Acts of 1941 corrected this situation and permitted the Housing Authorities to carry on the work.

House Bill No. 72—This bill was necessary because of differences in the local and state building codes. In Boston, it was possible to erect three-story fireproof apartments with only one staircase, but under the state public safety law this could not be done in any other city. This type of construction has been generally accepted throughout the country as both safe and sound. The enactment of this bill as Chapter 291 of the Acts of 1941 will not only bring about uniformity of law throughout the State but will permit of great economies in the planning of housing projects.

House Bill No. 73—This bill, while not absolutely necessary, would be very desirable. The soundness of the bonds of local Authorities is well established. It is curious that the banking interests of this State can remain so short-sighted as to still oppose a measure which would benefit themselves most of all, and particularly when banks all over the country are purchasing these bonds as first class investments.

House Bill No. 74—There are several reasons why this legislation was necessary. A glance at the map of any of our cities showing the extent of the sub-standard housing areas would indicate very clearly the depressed social and economic condition of the city. It would also show that the extent of these areas is so great that it is futile to expect that the federal government can ever do the whole job of rehabilitating them, and that private enterprise must be encouraged to invest its money in rehousing these areas. To do this, capital must be given concessions such as a measure of tax exemption, and at the same time safeguards must be established which will protect the best interests of the city, capital and the tenant. If a program of building in these areas as proposed could be initiated, it would continue for many years and provide a bulwark against unemployment in the years after the present emergency has passed. This bill was referred to a recess commission for study, and it is hoped that Labor will have representation on it. It is interesting to know that the movement is meeting with a great deal of support from many groups who feel that its solution will be in part the answer to some of the difficulties which the cities are experiencing today.

PUBLIC UTILITIES

For 15 years the Federation has had a standing Committee on Power. The executive officers supported by the Executive Council changed the name to the Committee on Public Utilities.

For many years this committee has successfully carried on cases before the Department of Public Utilities in the various cities and towns protecting the rights of the consumer and the position of the trade union movement on the latter question of public utility service. This year the outstanding case was that of the revived attempt to sell the Boston Elevated power plants to the Boston Edison Company.

There was an impact created where several agencies attempted to force an unwarranted and dangerous exchange of monies for property that would have a direct bearing upon the whole public service of the Boston Elevated Railway. This matter was referred by the President and the Secretary-Treasurer to the Committee on Public Utilities for action.

Several meetings were held and our case carefully prepared and conferences were held with the trustees of the Boston Elevated Railway, expressing our position in no uncertain terms and making certain definite requests and we are hoping to report that they were complied with.

We are of the opinion that it was our effort that stopped the sale of the power plants and a real public service was rendered. Considerable newspaper publicity was entered into and some correspondence carried on through the

office of the Secretary-Treasurer and at the last meeting of the committee on Public Utilities it was voted that our position would be that of continuing our fight for further public control in the interest of public utility.

Several new approaches to the whole question of public utilities have been entered into and from now on this committee will be in the forefront in carrying on the fight on public utility which in any sense, directly or indirectly, would interfere with the rights of the consumer in the question of rates, policy or program.

The committee is representative of each trade involved in the production, operation and transmission of light, heat and power, and should be in a position to protect the rights of all in matters affecting the relationship between the public utilities, our membership and the public.

REPORT OF COMMITTEE ON EDUCATION

The activities of the Committee on Education of the Massachusetts State Federation of Labor covered three broad projects: (1) 1941 Labor Institute; (2) State Teachers Colleges as a basis for public junior colleges, and (3) slow progress of organized teacher movement in Massachusetts.

The 1941 Labor Institute held at Amherst on the campus of Massachusetts State College maintained the high standard inaugurated in the first Institute held in 1940 at Campion Hall, North Andover. As a summary of the proceedings is available to all delegates, only brief mention is required here.

Several sessions of the Committee on Education were held at Boston during the year. The major task of the committee was the 1941 Labor Institute.

According to instructions of the 55th convention, the Committee on Education and Legislative Agent Taylor opposed the attempt to close any of the State Teachers Colleges. This opposition was made, not only on general principles, but also on the basis that in working towards a full State University for Massachusetts that several of the State Teachers Colleges might be transformed with the same plant and same teaching staff, into public junior colleges.

HARRY A. RUSSELL, Engineers No. 849, Boston (Chairman)

GRACE M. BARRY, Telephone Operators No. B-1120, Boston

CHARLES T. BUCHANAN, Motor Coach Operators No. 238, Lynn

JOHN J. BUCKLEY, Teamsters No. 25, Boston

WALTER COLLINS, Federal Dabor No. 21923, Boston,

JOHN D. CONNORS, Teachers No. 263, New Bedford

DANIEL J. GOGGIN, Boot and Shoe No. 138, Boston

PHILIP KRAMER, Ladies Garment Workers, Boston

FRANCES MASTERSON, Teachers No. 495, Lowell

FRANKLIN J. MURPHY, Hotel and Restaurant Employees No. 319, Lawrence

HENRY C. MURRAY, Paper Makers No. 12, Fitchburg

LAURENCE PRATT, Carpenters No. 624, Brockton

LEONARD A. RYAN, Teamsters No. 170, Worcester

WALTER A. SIDLEY, Teachers No. 244, Lawrence

NATIONAL LABOR RELATIONS BOARD

Under the direction of Dr. A. Howard Meyers the First District of the National Labor Relations Board represents that agency throughout New England, except a small portion of southwest Connecticut. Since 1935 when the National Labor Relations Act was adopted by Congress the First District has handled hundreds of cases based on charges against employers of having discharged employees for joining unions and for other unlawful reasons; and also based on petitions for certification filed by unions claiming to represent certain workers, which usually resulted in an election.

During the period from July 1, 1940 to June 30, 1941 the National Labor Relations Board held 79 elections in Massachusetts. Thirty-five were won by unions affiliated with the American Federation of Labor, 18 by unions affiliated with the Congress of Industrial Organizations, and six by independent unions. Twenty elections were lost because the involved unions failed to get the majority necessary for certification, 13 of which were lost by unions affiliated with the American Federation of Labor and seven lost by unions affiliated with the Congress of Industrial Organizations.

With respect to the elections won by unions affiliated with the American Federation of Labor, the following is a record of the unions involved and the number of elections won by such unions:

United Garment Workers of America, one; Bakery and Confectionery Workers International Union, two; United Textile Workers of America, one; Rubber Workers Union 22450, one; International Ladies' Garment Workers Union, three; Rubber Workers Union 22619, one; Fertilizer Workers Union 22305, one; Bedding Workers Union 21721, one; International Brotherhood of Firemen and Oilers, two; Chemical Workers Union 22626, one; Boot and Shoe Workers Union, one; International Jewelry Workers Union, one; Plastic Products Union 22632, one; Metal Polishers, Buffers, Platers, and Helpers International Union, two; Chemical Workers Union 22606, one; United Cement, Lime and Gypsum Workers International Union, one; Stenographers, Bookkeepers and Assistants Union 14965, one; International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, one; International Brotherhood of Blacksmiths, Drop Forgers and Helpers, one; Boston Allied Printing Trades Council, one; Frank W. Morse Company Federal Labor Union, one; Cunningham Grain Employees Federal Labor Union, one; Federal Labor Union of Moore Drop Forging Employees, one; International Association of Machinists, five; International Molders and Foundry Workers Union, two.

WORK PROJECTS ADMINISTRATION

An important part of assistance given to needy unemployed citizens in Massachusetts continues to be the Work Projects Administration work relief program. This is shown best by the following figures which set forth the number of direct welfare cases handled during March and April of 1941 which do not include Aid to Dependent Children, Aid to the Blind, Mothers' Aid, or Old Age Assistance:

	<i>General Welfare Cases</i>	<i>Cost</i>
March (1941)	48,228	\$1,296,207
April (1941)	45,135	1,181,676

According to WPA statistics, approximately 51,000 workers were employed as of June 25, 1941 on 589 manual-type projects, and 614 on so-called white-collar projects.

The following table shows the number of workers employed by the Work Projects Administration for Massachusetts from January, 1940 through June, 1941:

<i>1940</i>	<i>Average Number Employed</i>		<i>Average Number Employed</i>
January	98,373	October	74,298
February	103,275	November	77,238
March	102,401	December	80,446
April	89,061	<i>1941</i>	
May	75,943	January	80,937
June	65,909	February	79,734
July	65,713	March	70,697
August	68,114	April	65,281
September	65,518	May	59,502
		June	57,928

The work relief provided during this period was distributed by the following wage classifications:

	<i>Per Cent</i>
Unskilled	56.1
Intermediate	21.8
Skilled	15.8
Professional and technical	3.0
Supervisory	3.3

The law provides that at least 95 per cent of those employed on WPA projects be certified and eligible for welfare. In Massachusetts, 97.6 per cent were eligible for relief. The law also states that not more than 5 per cent of the appropriation may be used for administrative costs. In Massachusetts the cost of administration was approximately 2.6 per cent, or about \$125,000 per month.

For the fiscal year 1941, \$40,400,000 was disbursed in Massachusetts for labor, and 28 per cent of those employed in Massachusetts were women, and 72 per cent were men. Local welfare officials have estimated that almost 22,000 needy persons are eligible for WPA, yet have never applied for this type of assistance.

Denis W. Delaney, the Massachusetts WPA Administrator, has completed approximately two years as head of the Massachusetts WPA division and is now faced with the task of administering the law and caring for fewer people due to a smaller budget decreased by approximately 51 per cent.

FAIR LABOR STANDARDS ACT

The Fair Labor Standards Act, popularly known as the Wages and Hours Law, has entered its third year of administration, having been enacted by the Congress in 1938, effective as of October 24 of that year.

Thomas H. Eliot, Regional Director since the inception of the Fair Labor Standards Act, gave up the administration of the Wages and Hours Law

in 1940 to enter the legislative halls of the United States Congress as a Representative from Massachusetts. As a successor to Mr. Eliot the Massachusetts State Federation of Labor has sponsored Harry A. Russell of Engineers Union No. 849 of Boston. Pending the appointment of an administrator for this region, Mr. Robert Dolan has been acting Regional Director.

The large amount of money returned to employees during the past year as restitution for wages withheld by employers shows that a great number of the latter continue to violate the Wages and Hours Law, through ignorance or by deliberate intention. The total amount of money collected for employees, representing the difference between wages earned and wages paid, aggregated \$1,064,229.48 for all the New England states, exclusive of Connecticut. The total number of employees affected by this restitution amounted to 35,259. For violation of the law, fines totaling \$56,475.00 were imposed.

The figures quoted in the above resumé not only show the service rendered by the Fair Labor Standards Act but also prove that a state wages and hours law, based on the national act, as advocated by the Massachusetts State Federation of Labor, will reduce the work of the regional office by eliminating the chiseling employers who claim exemption as intra-state industries in order to pay unbelievably low wages.

NATIONAL YOUTH ADMINISTRATION

In July of 1940 the National Youth Administration became part of the Federal Security Agency. In co-operation with other units within the Federal Security Agency, the NYA immediately took steps to assume its share of the then impending defense problems.

The Massachusetts NYA, provided with additional monies for defense purposes, established defense shops to accommodate 30 times as many youths as it had previously prepared for these types of work. During the year 1940-1941, additional youth were employed on both the out-of-school work program and the student work program. A total of some three million dollars was made available to Massachusetts enabling the NYA to aid and employ an average of 25,000 youths per month. Of this number approximately one-half consisted of youth in school who by means of NYA student work were enabled to continue with their work and the other half consisted of out of school and unemployed young men and women who were provided with work experience leading to private employment.

The student work program of the NYA assisted over 9,000 high school students, over 3,000 college students and approximately 200 graduate students in Massachusetts.

The out-of-school work program provided work experience and wages for an average of 12,500 young men and women, in Massachusetts. Throughout the fiscal year of 1940-1941 approximately some 30,000 young people were on this program at one time or another. Of this total number, 13,768 left the program during the year for private employment. It is estimated that some 10,000 who also resigned from the program, without providing information as to the reason for their resignation, did so for private employment. Large numbers of those obtaining private employment reported receiving positions in defense plants, some government, mostly private.

While the NYA was originally started to provide financial assistance and work experience to unemployed young people, the organization has during the past fiscal year acquired additional importance. The bottleneck of available labor in certain essential defense trades has accentuated the value of the work experience provided. In addition, the boys at the various NYA shops have been able to aid the government by producing various items badly needed such as bolts, bushings, nuts, furniture, rings, skids, cabinets, lockers, etc. Arsenals, armories, forts, and army camps have been the main beneficiaries of this NYA production schedule.

REPORT OF THE COMMITTEE ON SAVINGS BANK LIFE INSURANCE

This is the sixth annual report of your committee and the fifth report since the Committee on Savings Bank Life Insurance was made a standing committee of the Massachusetts State Federation of Labor.

At the 50th annual convention of the Massachusetts State Federation of Labor, held in Springfield in 1935, a Committee on Savings Bank Life Insurance was created for the purpose of "co-operating with the State Division of Savings Bank Life Insurance in bringing the advantages and benefits of Savings Bank Life Insurance to the attention of all members of the Massachusetts State Federation of Labor." Thereafter, the convention voted to continue this committee on Savings Bank Life Insurance as a "standing committee of the Massachusetts State Federation of Labor with authority in the President to add to the committee and to fill such vacancies as may occur so that further progress may continue to be made in bringing the advantages of this system to the attention of our members."

Under date of May 3, 1941 our Secretary-Treasurer caused the following letter to be sent to all constituent locals and central labor unions throughout the State:

Dear Sir and Brother:

A few days ago it was announced in the newspapers that Savings Bank Life Insurance in Massachusetts has now reached the 200 million mark. Two hundred million dollars of Savings Bank Life Insurance is now in force and it's gaining friends and policyholders every day. We were sure you would be interested in this fine report of progress.

Friends of Savings Bank Life Insurance have always appreciated the loyal support of organized labor in fighting off the attacks of the life insurance interests on this fine Massachusetts institution which makes low cost protection available to our wage earners, but they are anxious to have more and more individual workers getting the benefit of its advantages.

Many wage earners are still paying a dollar or two every week, and sometimes three or four dollars a week, in nickels and dimes to the Metropolitan and the Prudential and the John Hancock for little 5, 10 and 25 cent policies where an equal amount of protection could be had in Savings Bank Life Insurance in many cases at half the cost and

under much more liberal policies, with cash values after six months' premiums are paid and loan values after one year.

We urge that every local arrange to have this subject presented to its members. Speakers to explain the simple working of the system and to answer questions are available at any hour of the day or evening without charge or expense to you. Please return the enclosed postcard at your earliest convenience.

Fraternally yours,

KENNETH I. TAYLOR,
Secretary-Treasurer.

We are informed by Judd Dewey, Deputy Commissioner of Savings Bank Life Insurance, that as a result of this letter, many invitations were extended to the Division of Savings Bank Life Insurance at the State House and that speakers from the Division spoke at many local and central labor unions throughout the state explaining to them the advantages of Savings Bank Life Insurance to the wage-earner.

The Deputy Commissioner has reported to your committee that the amount of Savings Bank Life Insurance in force is increasing steadily, having risen to \$204,266,908, as of June 30, 1941, and that in his opinion this steady increase is due, at least in part, to a wider knowledge of the possible benefits of Savings Bank Life Insurance among organized workers throughout the Commonwealth.

The Deputy Commissioner reports to your committee also that the Connecticut State Federation of Labor gave unstinting support to the proposal of Governor Hurley of Connecticut for the establishment of Savings Bank Life Insurance in that state and that the bill for that purpose has now been enacted in Connecticut so that Connecticut wage-earners may now look forward to the same opportunity which Massachusetts workers have enjoyed for so many years of purchasing safe, sound life insurance for what it ought to cost.

CHRISTOPHER LANE, Bartenders and Hotel Employees No. 34, Boston
ABRAHAM PEARLSTEIN, Newspaper Chauffeurs No. 259, Boston
FRANCIS F. MORSE, Bridge Tenders No. 86, Boston
BERNARD F. SMITH, Boot and Shoe Workers, No. 38, Brockton
JOHN FITZPATRICK, Bakery and Confectionery Workers No. 348, Cambridge
JAMES J. MITCHELL, Bartenders No. 99, Fall River
JOSEPH A. LEGASSEY, JR., Federal Labor Union No. 21071, Fisherville
JOSEPH INGRAM, Paper Makers No. 12, Fitchburg
THOMAS W. JACOB, Seafood Workers No. 1572-1, Gloucester
PERCY W. MOORE, Central Labor Union, Greenfield
MICHAEL F. LYNCH, Boot and Shoe Workers No. 703, Haverhill
JOSEPH L. MARION, Central Labor Union, Holyoke
JOHN H. LEONARD, Central Labor Union, Lawrence
THOMAS J. CONDON, Paper Makers No. 325, Leominster
JOHN H. GRIFFIN, Central Labor Union, Lowell
WILLIAM A. NEALEY, Teamsters No. 42, Lynn
ANNA CRISTIANO, Federal Labor Union No. 20567, Malden

JOHN F. REARDON, Boot and Shoe Workers No. 40, Milford
S. P. JASON, Teamsters No. 59, New Bedford
FRANCIS L. BOWES, Central Labor Union, North Adams
GEORGE MARTIN, Central Labor Union, Northampton
ALBERT LONGTON, Paper Makers No. 190, Northbridge
ROBERT J. EGAN, Street Carmen No. 253, Quincy
JEROME F. McCARTHY, Teamsters No. 829, Somerville
HARRY P. HOGAN, Carpenters No. 177, Springfield
FRANK C. BURKE, Lathers No. 142, Waltham
LEONARD A. RYAN, Central Labor Union, Worcester.
EDWARD THOMPSON, Carpenters No. 878, Beverly
ROBERT E. MEEHAN, Machinists No. 634, Charlestown
ANDREW S. TILLEY, Federal Labor Union No. 18518, Chicopee
JOHN C. WHITING, Central Labor Union, Salem
JOSEPH F. MARTIN, Molders No. 39, Taunton
GEORGE A. SHEA, Federal Labor Union No. 21721, Watertown
FRANCIS T. REARDON, Bicycle Workers No. 20291, Westfield

MASSACHUSETTS LABOR RELATIONS COMMISSION

During the period from July 1, 1940 to June 30, 1941, the American Federation of Labor affiliates won 62 and lost 23 Australian ballot elections conducted under the auspices of the commission. Affiliates of the Congress of Industrial Organizations were successful in 23 elections and unsuccessful in three, and independent unions were successful in nine elections and unsuccessful in five.

Twenty-eight petitions for certifications filed with the commission were withdrawn by the petitioning party. Of these 28, 19 were filed and withdrawn by an American Federation of Labor union, five by a Congress of Industrial Organizations union, and four by independent unions. In some cases another union with the same affiliation intervened and the petitions were withdrawn to avoid conflict.

During the same period of time, the commission handled 169 unfair practice cases. Of this number, 122 were charges filed by the American Federation of Labor affiliates, 26 by affiliates of the Congress of Industrial Organizations, and 21 by independent unions or individuals. There was a total of 86 cases withdrawn, 62 by American Federation of Labor unions, 10 by Congress of Industrial Organization unions, and 14 by independent unions or individuals.

In 39 cases, the charges were dismissed by the commission either for lack of jurisdiction or for lack of evidence to warrant the issuance of a formal complaint. Twenty-one of these cases were filed by affiliates of the American Federation of Labor, 11 by affiliates of the Congress of Industrial Organizations, and seven by independent unions or individuals. In 39 cases, the commission issued its complaint alleging violations of the State Labor Relations Law, and, in each case, a formal hearing was conducted. Thirty-five of these complaints were based on allegations filed by the American Federation of Labor affiliates, and four on allegations filed by Congress of Industrial Organizations unions.

The commission has been able to dispose of certification cases with the greatest possible speed. In every case where it receives the co-operation of the parties involved, these cases can be finished within a comparatively few days from the time the petition is filed. The commission in investigating methods and procedure used by other Labor Relations Commissions or Boards finds that the Massachusetts commission acts with far greater speed in the disposition of these cases than any other board or commission with which it has had contact. Likewise, in unfair labor practice cases, the commission finds that it arrives at its determination in far less time than other Boards whose methods of procedure have been examined.

The commission, however, is still handicapped with respect to these cases because of a lack of a sufficiently large stenographic force. The commission feels that if its force of stenographers were sufficiently enlarged, disposition of these cases would be made in even less time than now prevails. Although the commission has repeatedly asked for a comparatively small increase in the appropriation made by the Legislature for our hearings stenographers, it has been unable to get any increase whatsoever for this purpose. This is a matter in which the commission feels every organization and individual connected with the labor movement should be actively interested. Furthermore, there should be made available to the commission an additional sum of money which can be used by the Commission in appealing cases in which it feels that an appeal to the Supreme Court should be made from a judgment of a Superior Court judge.

WORKERS' EDUCATION

Again this year the activities of the Committee on Education in the field of workers' education has brought considerable satisfaction both to members of the committee and the labor movement in Massachusetts. Co-operation with the adult education movement and University Extension has been greatly extended. In addition to this increased co-operation, the radio, as well as the public forum, has been used as a means of voicing the views of Labor in education fields.

Two activities of the committee merit special mention:

1. The participation in the national conference of workers' education in New York. This conference provided an opportunity to meet representative labor men active in workers' education in the various states and to discuss the problems raised in individual communities by the present world crisis.

2. The holding of the second annual Institute of Labor on "Labor and the World Crisis" at Massachusetts State College in Amherst in co-operation with the Workers' Education Bureau. Brief mention need only include a statement of its success both in attendance and interest, inasmuch as a summary of the Institute has been furnished each delegate to the convention.

Participation by our officers and other outstanding labor people in community forums, in debates upon labor subjects, in adult education plans, and in radio forums, must be continued and increased in view of the present-day challenge to the ideals of Labor so that the democratic way of life will triumph.

LABOR PRESS

What has been said in previous years as to the Labor press might well be repeated fully in 1941.

Though periodically various papers appear in our communities bearing a labor name and purporting to represent Labor, the fact remains that only one or two papers published in Massachusetts can be looked upon by our local unions as bona fide representatives of the labor press.

Through the "Labor News" published weekly in Worcester, American Federation of Labor unions do obtain information as to important labor union activities. Though not an official publication of the Massachusetts State Federation of Labor, it is an authentic "labor paper" which should be supported by every affiliate and its membership.

The Jewish Daily Forward might well be classified as a labor paper because of its long and steadfast editorial and business management policy. Especially among the garment and clothing trades, this energetic publication has served a useful purpose as a medium of trades union information. Its refusal to accept unfair advertising and its active championing of organized labor are to be commended. We wish there were many more papers of its sort.

Otherwise, except for national organization publications, members of the American Federation of Labor are accustomed to a condition in which, when not being "Peglerized", Labor is simply ignored. It is strange indeed that the activities of organizations with membership in the hundreds of thousands should be of so little news value to newspaper publishers. The probable reasons are self-evident.

In the radio field labor unions occasionally obtain the privilege of participation in public service features. Usually when an issue becomes important enough to justify use of union funds, the subject is looked upon as controversial because some employers, who are present or potential customers for radio time, might be displeased.

To make up for the lack of coverage, the State Federation has resorted increasingly to the issuance of special letters to local affiliates. This seems to be the only medium through which at present essential information can be made available to those directly concerned.

We urge increasing attention to the need for an effective Labor press in Massachusetts and suggest that every affiliate should seek to impress upon local newspapers the news value of union activities. To do so requires tact, persistence and judgment in making news available to the press and radio. The subject might well be discussed at some length in the convention or at a special conference.

UNION LABEL

Men and women of the labor movement should realize that every time they patronize the union label, button or shop card, they are casting a vote for the union ideal. Every time they patronize a non-union shop they cast an economic vote against decent wages, hours and working conditions, and incidentally injure the business of an employer whose success means even better wages, hours and working conditions for fellow trade unionists.

Apparel without the union label should not be purchased, for there are available hats, shoes, suits, and other attire, bearing the label and attesting to good working conditions for the employee. The very absence of a label may mean a sweatshop product. No trade unionist should spend money in non-union hotels and restaurants, on printing, or in barber shops, when all of these can be secured under the guarantees of the union label, button and shop card.

We appeal to all trade unionists to co-operate with the label department and support the label industries, whose use of the label shows that they support the ideals of the trade unionists. Remember, patronizing the non-union shop and product is voting against the labor movement.

INDUSTRIAL ACCIDENT BOARD

The Massachusetts Industrial Accident Board, which was established to administer the Workmen's Compensation Law, has been in existence since July 1, 1912, or approximately 29 years. Although it started in a modest way, its duties and responsibilities have naturally increased through the years. Likewise the number of employers and employees subject to the Act increased from the initial number, but decreased considerably when the depression set in.

According to the Industrial Accident Board's figures for the year 1939, the total number of injuries reported was 126,871; the number of compensable injuries was 38,132; the number of voluntary agreements between insurer and employee was 21,317; the number of fatal injuries was 190, and the number of permanent and total injuries since the permanent and total incapacity law became effective is estimated at 81.

The Industrial Accident Board estimates that during the same year \$7,139,225.92 was paid by direction of the Department for medical services and compensation benefits.



GIBBS, DEAN & COMPANY

20 Pemberton Square
Boston, Massachusetts

July 18, 1941.

Edward Gibbs, Jr.
Certified Public Accountant
Willis T. Dean

Massachusetts State Federation of Labor
11 Beacon Street
Boston, Massachusetts

Gentlemen:

As requested, we have made an audit of your books and records for the year ended June 30, 1941.

We herewith submit our report together with financial statements and supporting schedules, as follows:

- Exhibit I—Statement of Condition
- Exhibit II—Statement of Cash Receipts and Disbursements
- Exhibit III—Schedule of Membership
- Schedule A—Balance of Cash Accounts

All cash funds were reconciled with the cash book and further verified by direct correspondence with the banks. All receipts were properly recorded on the books and deposited in the banks. All cancelled checks returned by the bank were examined and compared with entries in the cash book and with the vouchers. The Treasurer's bond was examined.

A list of affiliated organizations was taken and it was found that there are 167 organizations with dues in arrears, amounting to \$1,937.14. A reserve is provided for this item on the Statement of Condition.

The Net Worth of the organization shows a decrease of \$6,074.15 over last year's balance.

Net Worth, June 30, 1940	\$23,774.36
Net Worth, June 30, 1941.....	17,700.21
Decrease	\$ 6,074.15

We comment upon this decrease as it is the first one in several years and is of such proportions that if continued, it would seriously affect the substantial cash balance you now have. It might be better to ask for special contributions for any unusual expenditures, such as political activities and campaign for State Fund for Workmen's Compensation.

The books and records were found to have been properly kept and in good order.

If there is any further information desired coming within the scope of our examination, we shall be pleased to furnish it upon request.

Yours very truly,

GIBBS, DEAN & COMPANY

By: Edward Gibbs, Jr.
Certified Public Accountant.

Exhibit I

MASSACHUSETTS STATE FEDERATION OF LABOR

Statement of Condition

June 30, 1941

ASSETS

Cash (Schedule A)	\$18,193.22
Due in Arrears from Affiliated Organizations	1,937.14
Due from Year Book Advertisers	210.00
	<hr/>
	\$20,340.36

LIABILITIES AND NET WORTH

Accounts Payable	\$375.00
Social Security Taxes Payable	118.01
Dues in Advance	210.00
Reserve for Dues in Arrears	1,937.14
Net Worth—Massachusetts State Federation of Labor	17,700.21
	<hr/>
	\$20,340.36

Exhibit II

MASSACHUSETTS STATE FEDERATION OF LABOR

Statements of Cash Receipts and Disbursements

July 1, 1940 to June 30, 1941

	General Funds	Year Book	Totals
Cash Balance, July 1, 1940 (Schedule A)	\$21,680.58	\$1,783.15	\$23,463.73

CASH RECEIPTS

Dues Collected—Affiliated Organizations	16,645.20		16,645.20
Non-Partisan Political Committee Donations	1,005.00		1,005.00
American Federation of Labor Office Expenses	800.00		800.00
Institute of Labor	594.55		594.55
Interest—Savings Banks	332.84		332.84
Organizing New Unions—Initiation Fees	143.00		143.00
Union Label Committee Refund	8.50		8.50
Advertising—Year Book		4,465.00	4,465.00
	<hr/>		
Total Cash to be Accounted for	\$41,209.67	\$6,248.15	\$47,457.82

CASH DISBURSEMENTS

Salaries—Secretary-Treasurer, Kenneth I. Taylor...	\$5,020.00		\$5,020.00
Clerical	5,242.75		5,242.75
Year Book		\$1,895.00	1,895.00
Non-Partisan Political Expenses:			
Mass. State Federation	\$3,000.00		
Outside Donations	1,005.00		
	<hr/>		
	\$4,005.00		
Less: Refund to			
M.S.F. of Labor	1,246.50	2,758.50	2,758.50
	<hr/>		
Printing	2,568.72		2,568.72
Rent and Light	2,006.23		2,006.23
State Fund for Workmen's Compensation	1,414.75		1,414.75
Telephone and Telegraph	1,017.65		1,017.65

State Convention Expenses	863.24	863.24
Office Equipment	844.62	844.62
Postage	802.00	802.00
General Office Expense	717.06	717.06
Traveling Expenses	670.00	670.00
Institute of Labor	651.64	651.64
National Convention	500.00	500.00
Office Supplies	477.83	477.83
Social Security Taxes	350.68	350.68
Donation to Boston Central Labor Union for Entertainment at State Convention	300.00	300.00
Organization Work	288.15	288.15
Executive Council Meeting Expenses	219.00	219.00
Subscription—Labor Information Services	184.70	184.70
Flowers	98.25	98.25
Contributions	93.00	93.00
Towels and Water Service	87.38	87.38
Audit	80.00	80.00
Expenses of Committees	35.00	35.00
Treasurer's Bond	30.00	30.00
City Taxes	20.95	20.95
Bank Charges	17.50	17.50
Dues—American Federation of Labor	10.00	10.00
<hr/>		
Total Cash Disbursements	\$27,369.60	\$1,895.00 \$29,264.60
<hr/>		
	\$13,840.07	\$4,353.15 \$18,193.22
Transfer of Year Book Funds to General Funds	3,300.00	3,300.00
<hr/>		
Cash Balance, June 30, 1941 (Schedule A).....	\$17,140.07	\$1,053.15 \$18,193.22

Exhibit III

MASSACHUSETTS STATE FEDERATION OF LABOR

Schedule of Membership

For Year Ended June 30, 1941

	1941	1940
Affiliated Organizations beginning of period	632	631
Affiliated Organizations accepted during period	36	56
<hr/>		
	668	687
*Affiliated Organizations lost during period	44	55
<hr/>		
Affiliated Organizations at end of year	624	632
Affiliated Organizations with Dues in Arrears	167	140
<hr/>		
*Affiliations lost during period		
Locals Suspended for non-payment of Per Capita Tax	26	
Locals, Charters revoked	11	
Locals, Resigned	5	
Locals, Combined	2	
<hr/>		

Schedule A

MASSACHUSETTS STATE FEDERATION OF LABOR

Balance of Cash Accounts

	June 30, 1940	June 30, 1941
Cash on Hand	\$ 845.23	\$ 33.00
First National Bank, Boston:		
Checking Accounts:		
Regular Account	1,546.56	400.19
Year Book Account	1,783.15	1,053.15
State Fund for Workmen's Compensation		85.25
Franklin Savings Bank, Book No. 191431.....	4,197.08	4,281.44
Warren Institution for Savings, Book No. 139313	3,900.25	3,978.64
Suffolk Savings Bank, Book No. 555237	3,600.30	3,654.50
Provident Institution for Savings, Book No. 654846.....		2,013.33
Home Savings Bank, Book No. 404189.....	3,587.43	1,639.53
Boston Five Cents Savings Bank, Book No. 982541.....	4,003.73	1,054.19
	<hr/>	<hr/>
	\$23,463.73	\$18,193.22



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